

2026/2027  
Community Needs Assessment and  
Community Action Plan

Amador Tuolumne  
Community Action Agency



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## Introduction

The Department of Community Services and Development (CSD) has developed the 2026/2027 Community Needs Assessment (CNA) and Community Action Plan (CAP) template for the Community Services Block Grant (CSBG) Service Providers network. CSD requests agencies submit a completed CAP, including a CNA, to CSD on or before **June 30, 2025**. Changes from the previous template are detailed below in the “What’s New for 2026/2027?” section. Provide all narrative responses in 12-point Arial font with 1.15 spacing. A completed CAP template 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 confirm that they are in compliance. Signature of the board chair and executive director on the Cover Page certify compliance with the Federal CSBG Programmatic Assurances.

## 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 is provided in this template. CSBG agencies should review these assurances and confirm that they are in compliance. Signature of the board chair and executive director on the Cover Page certify compliance with the State Assurances.

## 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 the Organizational Standards. A list of Organizational Standards that are met by an accepted CAP, including a CNA, are 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 2026/2027?

**Due Date.** The due date for your agency's 2026/2027 CAP is June 30, 2025. However, earlier submission of the CSBG Network's CAPs will allow CSD more time to review and incorporate agency information in the CSBG State Plan and Application. CSD, therefore, requests that agencies submit their CAPs on or before May 31, 2025.

**ROMA Certification Requirement.** CSD requires that agencies have the capacity to provide their own ROMA, or comparable system, certification for your agency's 2026/2027 CAP. Certification can be provided by agency staff who have the required training or in partnership with a consultant or another agency.

**Federal CSBG Programmatic and State Assurances Certification.** In previous templates, the federal and state assurances were certified by signature on the Cover Page and by checking the box(es) in both federal and state assurances sections. In the 2026/2027 template, CSD has clarified the language above the signature block on the Cover Page and done away with the check boxes. Board chairs and executive directors will certify compliance with the assurances by signature only. However, the Federal CSBG Programmatic Assurances and the State Assurances language remain part of the 2026/2027 template.

**Other Modifications.** The title page of the template has been modified to include your agency's name and logo. Please use this space to brand your agency's CAP accordingly. CSD has also added references to the phases of the ROMA Cycle i.e. assessment, planning, implementation, achievement of results, and evaluation throughout the 2026/2027 template. Additionally, there are a few new questions, minor changes to old questions, and a reordering of some questions.

## Checklist

- Cover Page
- Public Hearing Report

### Part I: Community Needs Assessment Summary

- Narrative
- Results

### Part II: Community Action Plan

- Vision and Mission Statements
- Causes and Conditions of Poverty
- Tripartite Board of Directors
- Service Delivery System
- Linkages and Funding Coordination
- Monitoring
- ROMA Application
- Federal CSBG Programmatic Assurances
- State Assurances
- Organizational Standards

### Part III: Appendices

- Notice of Public Hearing
- Low-Income Testimony and Agency's Response
- Community Needs Assessment

## Cover Page

<b>Agency Name:</b>	Amador Tuolumne Community Action Agency
<b>Name of CAP Contact:</b>	Joseph Bors
<b>Title:</b>	Executive Director
<b>Phone:</b>	+1 (209) 223-1485
<b>Email:</b>	jbors@atcaa.org

<b>Date Most Recent CNA was Completed:</b> (Organizational Standard 3.1)	05/30/2025
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### Board and Agency Certification

The undersigned hereby certifies that this agency will comply with the [Federal CSBG Programmatic Assurances \(CSBG Act Section 676\(b\)\)](#) and [California State Assurances \(Government Code Sections 12747\(a\), 12760, and 12768\)](#) for services and programs provided under the 2026/2027 Community Needs Assessment and Community Action Plan. The undersigned governing body accepts the completed Community Needs Assessment. (Organizational Standard 3.5)

<b>Name:</b> Joseph Bors		<b>Name:</b> Ryan Campbell	
<b>Title:</b>	<b>Executive Director</b>	<b>Title:</b>	<b>Board Chair</b>
<b>Date:</b>		<b>Date:</b>	

### ROMA Certification

The undersigned hereby certifies that this agency's Community Action Plan and strategic plan document the continuous use of the Results Oriented Management and Accountability (ROMA) system or comparable system (assessment, planning, implementation, achievement of results, and evaluation). (CSBG Act 676(b)(12), Organizational Standard 4.3)

<b>Name:</b>	Janessa Stone
<b>ROMA Title:</b>	ROMA Representative
<b>Date:</b>	

### CSD Use Only

Dates CAP		Accepted By
Received	Accepted	

## 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. Testimony presented by low-income individuals and families during the public hearing shall be identified in the final CAP.

### Guidelines

#### Notice of Public Hearing

1. Notice of the public hearing should be published at least 10 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 should 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 10 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 should be made available for public review and inspection approximately 30 days prior to the public hearing. The draft CAP may 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 in Part III: Appendices as Appendix A.

#### Public Hearing

1. Agencies must conduct at least one public hearing on the draft CAP.
2. Public hearing(s) must be held in the designated CSBG service area(s).
3. Low-income testimony presented at the hearing or received during the comment period should be memorialized verbatim in the Low-Income Testimony and Agency's Response document and appended to the final CAP as Appendix B in Part III: Appendices.
4. The Low-Income Testimony and Agency's Response document should include the name of low-income individual, his/her 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

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 based on community need at the time of the hearing.

### Public Hearing Report

Date(s) the Notice(s) of Public Hearing(s) was/were published	05/30/2025
Date Public Comment Period opened	05/30/2025
Date Public Comment Period closed	06/11/2025
Date(s) of Public Hearing(s)	06/11/2025
Location(s) of Public Hearing(s)	ATCAA Sonora Service Center, ATCAA Jackson Service Center, and Zoom.
Where was the Notice of Public Hearing published? (agency website, newspaper, social media channels)	Agency website, social media platforms ( <i>Facebook and Instagram</i> ), and local newspapers ( <i>My Motherlode, The Union Democrat, and Ledger Dispatch</i> ).
Number of attendees at the Public Hearing(s)	

# Part I: Community Needs Assessment Summary

CSBG Act Section 676(b)(11)

California Government Code Section 12747(a)

## Helpful Resources

A community needs assessment provides a comprehensive “picture” of the needs in your service area(s). Resources are available to guide agencies through this process.

- CSD-lead training – “Community Needs Assessment: Common Pitfalls and Best Practices” on Tuesday, September 10, 2024, at 1:00 pm. [Registration is required](#). The training will be recorded and posted on the Local Agencies Portal after the event.
- Examples of CNAs, timelines, and other resources are on the [Local Agencies Portal](#).
- [Community Action Guide to Comprehensive Community Needs Assessments](#) published by the National Association for State Community Service Programs (NASCSPP).
- [Community Needs Assessment Tool](#) designed by the National Community Action Partnership (NCAP).
- National and state quantitative data sets. See links below.

Sample Data Sets		
<b>U.S. Census Bureau</b> <a href="#">Poverty Data</a>	<b>U.S. Bureau of Labor Statistics</b> <a href="#">Economic Data</a>	<b>U.S. Department of Housing and Urban Development</b> <a href="#">Housing Data &amp; Report</a>
<b>HUD Exchange</b> <a href="#">PIT and HIC Data Since 2007</a>	<b>National Low-Income Housing Coalition</b> <a href="#">Housing Needs by State</a>	<b>National Center for Education Statistics</b> <a href="#">IPEDS</a>
<b>California Department of Education</b> <a href="#">School Data via DataQuest</a>	<b>California Employment Development Department</b> <a href="#">UI Data by County</a>	<b>California Department of Public Health</b> <a href="#">Various Data Sets</a>
<b>California Department of Finance</b> <a href="#">Demographics</a>	<b>California Attorney General</b> <a href="#">Open Justice</a>	<b>California Health and Human Services</b> <a href="#">Data Portal</a>
<b>CSD Census Tableau</b> <a href="#">Data by County</a>		<b>Population Reference Bureau</b> <a href="#">KidsData</a>
<b>Data USA</b> <a href="#">National Public Data</a>	<b>National Equity Atlas</b> <a href="#">Racial and Economic Data</a>	<b>Census Reporter</b> <a href="#">Census Data</a>

### Sample Data Sets

<b>Urban Institute</b> <a href="#">SNAP Benefit Gap</a>	<b>Race Counts</b> <a href="#">California Racial Disparity Data</a>	<b>Rent Data</b> <a href="#">Fair Market Rent by ZIP</a>
<b>UC Davis</b> <b>Center for Poverty &amp; Inequality</b> <a href="#">Poverty Statistics</a>	<b>University of Washington</b> <b>Center for Women's Welfare</b> <a href="#">California Self-Sufficiency Standard</a>	<b>University of Wisconsin</b> <b>Robert Wood Johnson</b> <b>Foundation</b> <a href="#">County Health Rankings</a>
<b>Massachusetts</b> <b>Institute of Technology</b> <a href="#">Living Wage Calculator</a>	<b>Nonprofit Leadership Center</b> <a href="#">Volunteer Time Calculator</a>	<b>Economic Policy Institute</b> <a href="#">Family Budget Calculator</a>

## Narrative

CSBG Act Section 676(b)(9)

Organizational Standards 2.2, 3.3

ROMA – Assessment

Based on your agency's most recent CNA, please respond to the questions below.

1. 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 southeast 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.

2. Indicate from which sources your agency collected and analyzed quantitative data for its most recent 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 Equity Atlas
- National Center for Education Statistics
- Academic data resources
- 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
- Other

**Surveys**

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

**Agency Data Sets**

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

3. Indicate the approaches your agency took to gather qualitative data for its most recent 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**

4. Confirm that your agency collected and analyzed information from each of the five community sectors below as part of the assessment of needs and resources in your service area(s). Your agency must demonstrate that all sectors were included in the needs assessment by checking each box below; a response for each sector is required. (CSBG Act Section 676(b)(9), Organizational Standard 2.2)

**Community Sectors**

- Community-based organizations
- Faith-based organizations
- Private sector (local utility companies, charitable organizations, local food banks)
- Public sector (social services departments, state agencies)
- Educational institutions (local school districts, colleges)

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## Results

CSBG Act Section 676(b)(11)  
 California Government Code Section 12747(a)  
 Organizational Standards 4.2  
 State Plan Summary and Section 14.1a  
 ROMA – Planning

Based on your agency’s most recent CNA, please complete Table 1: Needs Table and Table 2: Priority Ranking Table.

Table 1: Needs Table					
Needs Identified	Level (C/F)	Agency Mission (Y/N)	Currently Addressing (Y/N)	If not currently addressing, why?	Agency Priority (Y/N)
There is a lack of affordable housing in our community	C	Y	Y	Choose an item.	Y
Individuals and Families cannot afford available housing	F	Y	Y	Choose an item.	Y
Families lack reliable and affordable transportation	F	Y	Y	Choose an item.	Y
Families experience high debt	F	Y	Y	Choose an item.	Y
Families need affordable childcare & flexible hours	F	Y	Y	Choose an item.	Y
Individuals cannot afford the high cost of utilities	F	Y	Y	Choose an item.	Y
Families experience food insecurity	F	Y	Y	Choose an item.	Y
The community lacks access to broadband internet services	C	N	N	<b>Need departs from our agency's mission.</b>	N
Individuals and Families cannot afford health insurance	F	Y	N	<b>Insufficient resources available</b>	N
<p><u>Needs Identified:</u> Enter each need identified in your agency’s most recent CNA. Ideally, agencies should use ROMA needs statement language in Table 1. ROMA needs statements are complete sentences that identify the need. For example, “Individuals lack living wage jobs” or “Families lack access to affordable housing” are needs statements. Whereas “Employment” or “Housing” are not. Add row(s) if additional space is needed.</p> <p><u>Level (C/F):</u> Identify whether the need is a community level (C) or a family level (F) need. If the need is a community level need, the need impacts the geographical region directly. If the need is a family level need, it</p>					

will impact individuals/families directly.

Agency Mission (Y/N): Indicate if the identified need aligns with your agency’s mission.

Currently Addressing (Y/N): Indicate if your agency is addressing the identified need.

If not currently addressing, why?: If your agency is not addressing the identified need, please select a response from the dropdown menu.

Agency Priority: Indicate if the identified need is an agency priority.

**Table 2: Priority Ranking Table**

	Agency Priorities	Description of programs, services, activities	Indicator(s) or Service(s) Category
1.	Affordable Housing	<b>Housing:</b> Rental Assistance Affordable Housing Support Rapid Rehousing Homeless Shelters Homeless Continuum of Care Veterans Varley Place	SRV 4c FNPI 4a SRV 4m FNPI 4
2.	Utility Payment Assistance and Weatherization  <i>(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)</i>	<b>Utility Bill Assistance:</b> Utility Assistance services for tenants and homeowners include payment of some or all 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 4I Level Billing Assistance
3.	Flexible hour infant & childcare	<b>Head Start &amp; Early Head Start:</b>  Direct Bill Pay for HS/EHS	SRV 2a SRV 2b SRV 7c
4.	Food Assistance	<b>Food Bank:</b>  Emergency Food Assistance Farmers Market Food for Kids College Students Mobile Food Truck	SRV 5jj

5.	Paying off Debt	<p><b>Smart Money Program:</b></p> <p>Teaches budget and debt management.</p> <p><b>Topics include:</b></p> <p>Repairing credit damage          Budgeting          Credit Reporting          Fair Housing          Landlord-Tenant Relationship</p>	FNPI 3c FNPI 3d FNPI 3f FNPI 3g FNPI 3h SRV 5II
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## Part II: Community Action Plan

CSBG Act Section 676(b)(11)

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

California Code of Regulations Sections 100651 and 100655

### Vision and Mission Statements

ROMA – Planning

#### 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.

ATCAA promotes economic security, self-sufficiency and the well-being of families and individuals by providing for basic human needs through direct assistance and community collaborations with the belief that all people deserve the opportunity to thrive.

## Causes and Conditions of Poverty

Organizational Standards 1.1, 1.2, 3.2, 3.4

ROMA – Planning

1. Describe the key findings of your analysis of information collected directly from low-income individuals to better understand their needs. (Organizational Standards 1.1, 1.2)

The most common needs identified are 1) debt relief (42%), 2) food assistance (38%), and 3) utility assistance (37%). The largest increase since the 2022 survey is food assistance with an increase of 9%.

2. Describe your agency's assessment findings specific to poverty and its prevalence related to sex, age, and race/ethnicity for your service area(s). (Organizational Standard 3.2)

The most common demographic of low-income responses in our service areas are white females over 60 years old. In each of the 3 service areas more than 50% of respondents. Female respondents ranged between 68% and 78% and on average 86% white.

3. “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 your needs assessment data, describe the causes of poverty in your agency’s service area(s). (Organizational Standard 3.4)

Though it is not explicit in our survey results, it is implicit that inadequate income and available services are the biggest barriers to self-sufficiency. People are asking for financial help to afford housing, utility bills, childcare, debt reduction and health insurance. These are symptoms of a lack of income or in some cases a high cost of living. Our service areas have a lack of living wage jobs complicated by a very high number of constituents who are on SSI/SSDI.

4. “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 your needs assessment data, describe the conditions of poverty in your agency’s service area(s). (Organizational Standard 3.4)

There are several conditions of poverty, including a lack of affordable broadband services, and limited affordable medical services (*though it’s continually improving*).

5. Describe your agency’s data and findings obtained through the collecting, analyzing, and reporting of customer satisfaction data.

Of 1,430 client responses to “How would you rate your overall satisfaction with ATCAA services,” 1,410 (98.6%) answered either good or excellent. This is consistent with prior years.

## Tripartite Board of Directors

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

Organizational Standards 1.1. 3.5

ROMA – Evaluation

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), Organizational Standard 1.1)

No change to the response in ATCAA's agency's 2024-2025 CAP.

2. Describe your process for communicating with and receiving formal approval from your agency board of the Community Needs Assessment (Organizational Standard 3.5).

An ad-hoc committee is formed with a subset of ATCAA Board of Directors. The ad-hoc committee reviews a draft version of the CNA/CAP produced by the CSBG Coordinator and Executive Director and participates in the development of the "near-final" version. Once changes from the ad-hoc committee are incorporated, a public forum notice is published, and a public forum meeting is held to gather additional community input. After public comments are incorporated into the CNA/CAP, it is reviewed and approved by the full Board of Directors.

## Service Delivery System

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

State Plan 14.3a

ROMA - Implementation

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 14.3a)

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 II: Causes and Conditions of Poverty, Question 2 will inform your service delivery and strategies in the coming two years?

ATCAA is continually analyzing data via the Client Intake/survey forms. ATCAA reviews data annually to access gaps in deliveries from 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); 676(b)(3)(B), (C) and (D); 676(b)(4), (5), (6), and (9)

California Government Code Sections 12747(a), 12760

Organizational Standards 2.1

State Plan 9.3b, 9.4b, 9.5, 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)(9); Organizational Standard 2.1; State Plan 14.1c)

ATCAA is a part of a strong community network of service providers, which have a history of working together to ensure needs in the community are met (*Appendix D*). These organizations 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 (CA-526), 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 MOUs between two 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 communicate 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)(3)(C), Organizational Standard 2.1, State Plan 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), California Government Code 12760)

No change to the response in your agency's 2024-2025 CAP.

4. Describe how your agency will leverage other funding sources and increase programmatic and/or organizational capacity. (CSBG Act Section 676(b)(3)(C))

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 \$290K 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(a))

No change to the response in ATCAA agency's 2024-2025 CAP.

6. 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 more than doubled 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 was awarded a 10-year Drug Free Community Grant and continues the effort of making systemic changes 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.

7. 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.

8. Describe your agency's 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 Lode 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 Incentive FYI 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.

9. 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.

10. Is your agency a dual (CSBG and LIHEAP) service provider?

Yes

No

11. For dual agencies:

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), State Plan 9.5)

For all other agencies:

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 now has direct links to CMCAA and H&HS websites to our website. ATCAA has spent every LIHEAP, SLIHEAP, ARPA and ESLIHEAP, program dollar in all three counties that we have served 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 44 years of LIHEAP service.

In addition to LIHEAP services provided in the Amador, Calaveras & Tuolumne areas, at the request of CSD and Inyo-Mono ACA, ATCAA started performing Weatherization services in the Inyo-Mono area in 2024. We continue to serve Inyo-Mono ACA for as long as is feasible and they desire our help.

12. 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*). Recently, we have transitioned from virtual meetings (*due to COVID-19*) back to in-person 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. 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.

13. 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 access to Broadband services and affordable Health insurance. As discussed previously, ATCAA does not

have the resources or expertise to affect the community's needs. But we refer clients to agencies that do have the resources to support this need, like Mother Lode Job Training (*MLJT*) or Adventist Health. Internal to ATCAA, in response to increasing national inflation and higher interest rates, our Board approved a first time in a decade 10% Cost of Living Adjustment in 2022 and again another 10% COLA in 2025 for all Non-Head Start employees. Head start employees receive an annual COLA that non-Head Start employees do not. Wage comp analyses are performed every two years.

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## Monitoring

### ROMA – Planning, Evaluation

1. 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, issuance of formal monitoring reports, and emergency monitoring procedures.

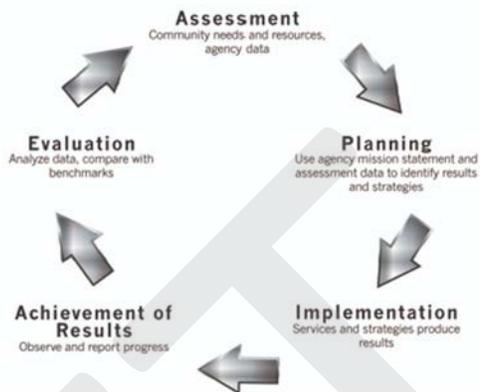
A combination of monitoring and evaluation methods is used by ATCAA. As a multiservice, diversely funded agency, ATCAA adheres not only to internal monitoring and evaluation but also to that mandated by a wide range of funding sources and contract requirements. Individual contracts and grants establish 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.

## ROMA Application

CSBG Act Section 676(b)(12)

Organizational Standards 4.2, 4.3

ROMA – Planning, Evaluation



1. Describe how your agency will evaluate the effectiveness of its 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 several 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 example of external evaluation 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 the 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. Select one need from Table 2: Priority Ranking Table and describe how your agency plans to implement, monitor progress, and evaluate the program designed to address the need. Organizational Standard 4.2)

Individuals and Families cannot afford available housing. Performance indicators within the FNPI-4 Housing section of the CSBG Annual Report will be used to evaluate the outcomes and effectiveness of our housing effort. Projected outcomes are provided in December prior to each reporting calendar year. During the calendar year, outcomes are monitored as outcomes are achieved and compared to our projections. If warranted and feasible, adjustments to our delivery service plan might be implemented.

### Optional

- 3 . Select one community level need from Table 2: Priority Ranking Table or your agency's most recent Community Needs Assessment and describe how your agency plans to implement, monitor progress, and evaluate the program designed to address the need. (CSBG Act Section 676(b)(12), Organizational Standard 4.2)

There is a lack of affordable housing in our community. As with the Family level need for affordable housing, outcomes will be projected and determined in the same way as described in item 2 above. At a community level, ATCAA is limited in its ability to affect change. We have converted owned properties to section 8, subsidized housing, which benefits both families and the community. But ATCAA has a limited number of owned properties.

## Federal CSBG Programmatic Assurances

CSBG Act Section 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--

- a. 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);
- b. to secure and retain meaningful employment;
- c. 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;
- d. to make better use of available income;
- e. to obtain and maintain adequate housing and a suitable living environment;
- f. to obtain emergency assistance through loans, grants, or other means to meet immediate and urgent individual and family needs;
- g. to achieve greater participation in the affairs of the communities involved, including the development of public and private grassroots
- h. 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.

## State Assurances

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.

### **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.

## 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.

### 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.

### 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 4.2** 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.

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### Part III: 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, the Low-Income Testimony and the Agency’s Response document, and a copy of the most recent community needs assessment as appendices A, B, and C, respectively. Other appendices as necessary are encouraged. All appendices should be labeled as an appendix (e.g., Appendix A: Notice of Public Hearing) or separated by divider sheets and submitted with the CAP.

Document Title	Appendix Location
Notice of Public Hearing	A
Low-Income Testimony and Agency’s Response	B
Community Needs Assessment	C

**APPENDIX A**

**Notice(s) of Public Hearing**

**The 2026-27 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 2026-27 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:

**June 11th, 2025**

**1:00 p.m. - 2:00 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/82783975980?pwd=ht3nXbdqgbJm0ODKOfklv8rCSoi7bW.1>

**APPENDIX B**

Amador Tuolumne Community Action Agency

**Low-Income Testimony and Agency's Response**

<b>Name:</b>	<b>Verbatim Testimony:</b> <i>(Note: testimony is not verbatim. An audio recording was saved)</i>	<b>Concern addressed in draft CAP/CNA (Y/N)?</b>	<b>If not, Agency Response:</b>
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The draft 2026/2027 CAP/CNA is open for Public Comment from:  
**05/30/2025 – 06/11/2025**  
*(The following comments were received at ATCAA's Public Forum on 06/11/2025)*

<i>(Name)</i>			
<i>(Name)</i>			
<i>(Name)</i>			



# ATCAA

HELPING PEOPLE SINCE 1981

## AMADOR TUOLUMNE COMMUNITY ACTION AGENCY

2024/2025

Community Needs Assessment



In preparation for the **2026-2027 Community Action Plan (CAP)**, ATCAA completed an assessment in 2024 and 2025 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 2023-2024 and inform the community and other interested parties of ATCAA's efforts to improve conditions of living for Amador and Tuolumne low-income residents.

The **community needs assessment** is broken down into four phases:

### **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 both service counties. 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 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 southeast 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.

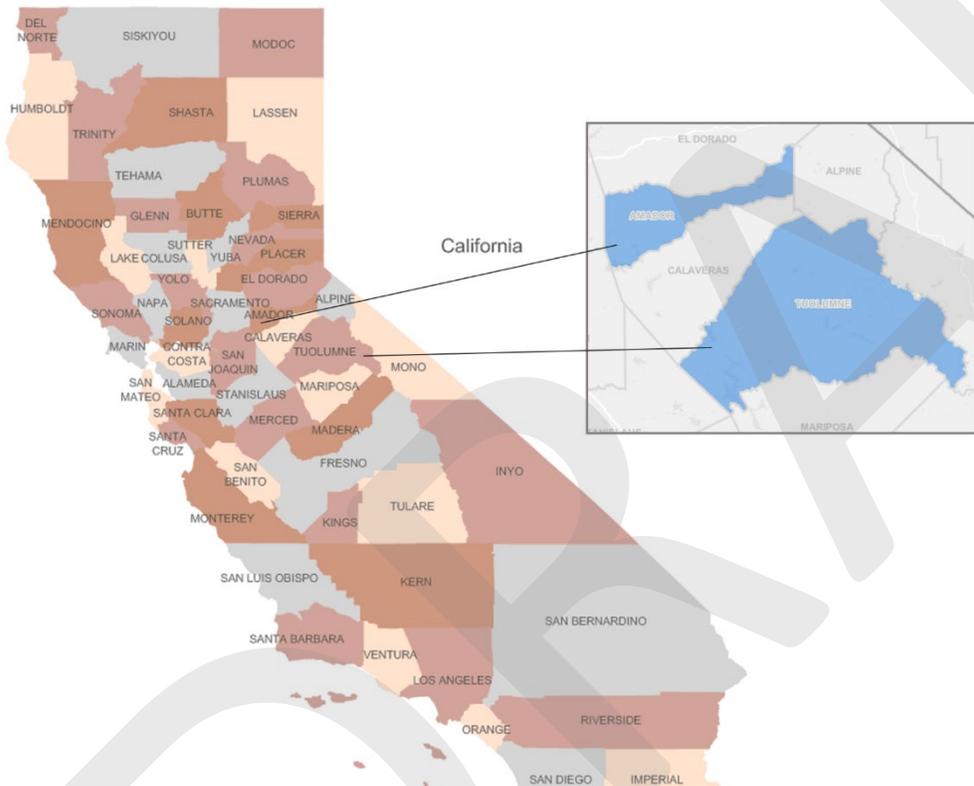
Amador County (US Census estimated population **41,029** as of 2023) has five small, incorporated cities which include Amador City (**222**), Sutter Creek (**2,687**), Ione (**5,306**), Plymouth (**1,250**), and Jackson (**5,061**) the county seat. Residents living outside of these cities are scattered throughout the region in small communities such as Camanche (**2,233**), Pioneer (**1,210**), Fiddletown (**187**), River Pines (**345**), Martell (**193**), and Pine Grove (**3,310**) which are located near transportation corridors.

Tuolumne County (US Census estimated population **54,873** as of 2023) has one incorporated city, Sonora (**4,965**), which is also the county seat. The balance of the county population is spread out among communities such as Jamestown (**3,777**), Groveland (**644**), Soulsbyville (**2,089**), Twain Harte (**2,373**), Columbia (**2,645**), Tuolumne (**1,404**), and Pinecrest (**106**). 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.

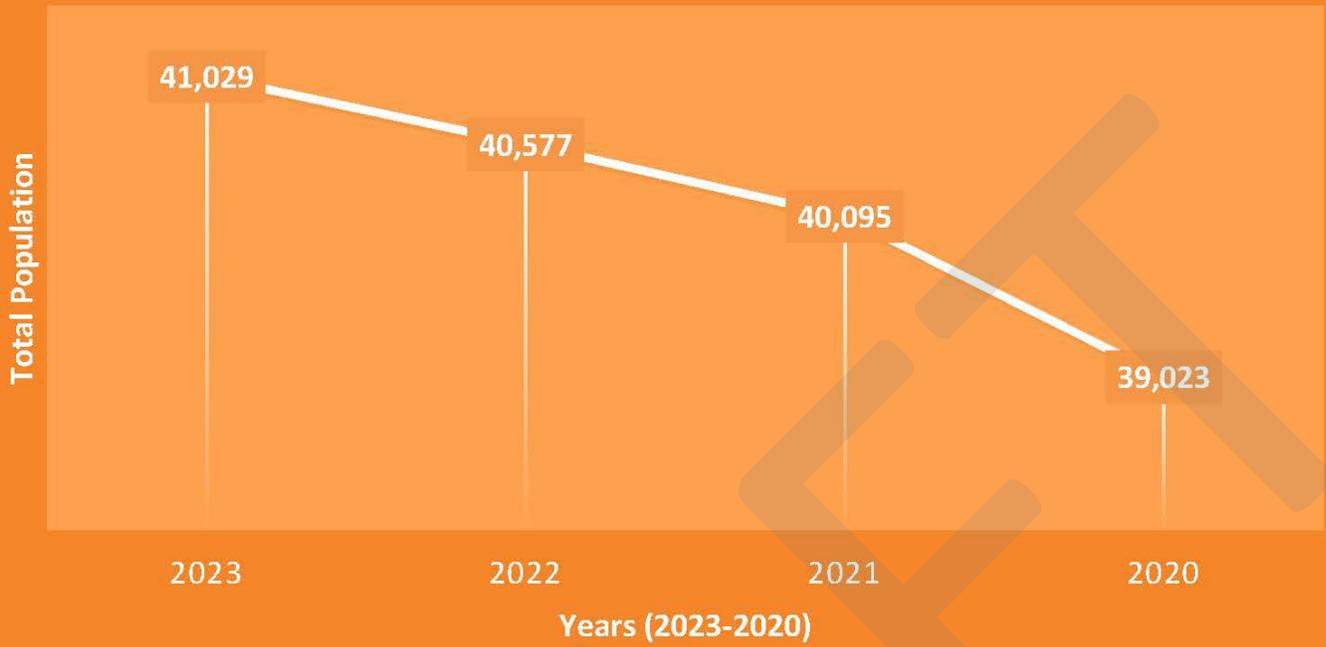
## POPULATION

The U.S. Census Bureau Census Tract indicates that the population of Amador County is on a rise and while Tuolumne County's population is on the decline. According to the American Community Survey (ACS) 5-year estimate, reports indicate that in 2023 Amador County has a total population of **41,029** and Tuolumne County has a total population of **54,873**.

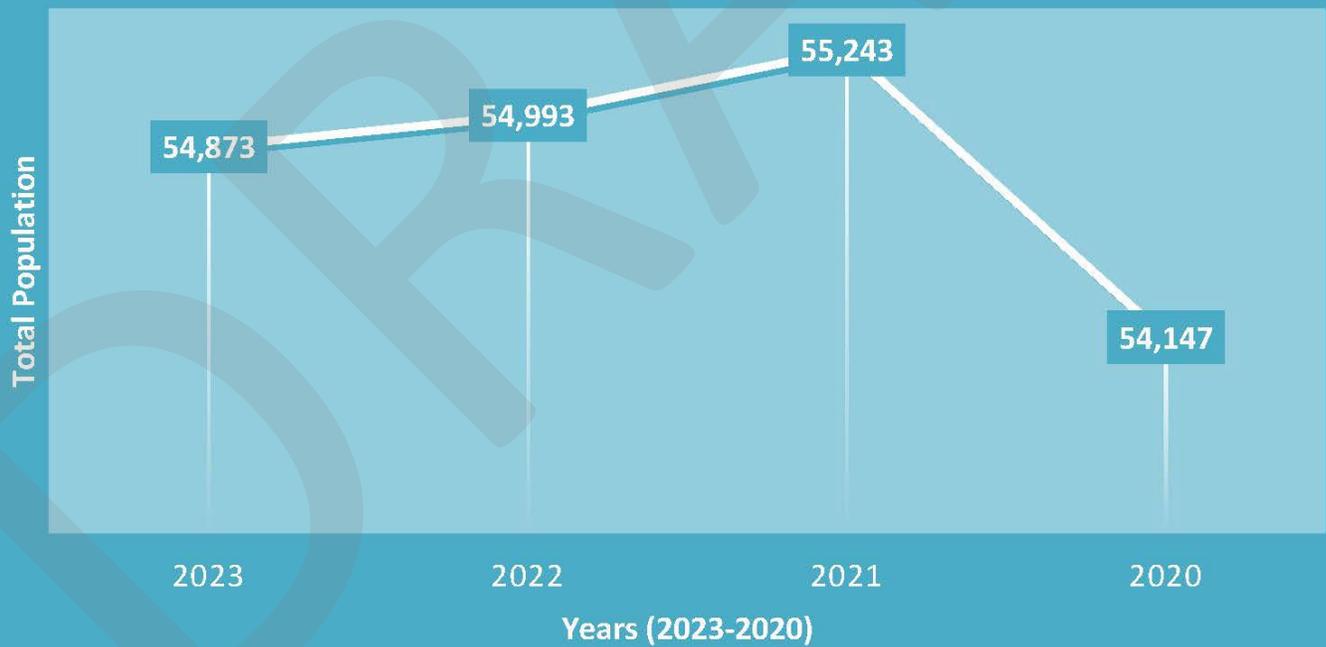


California County Map

## TOTAL POPULATION (AMADOR COUNTY)



## TOTAL POPULATION (TUOLUMNE COUNTY)



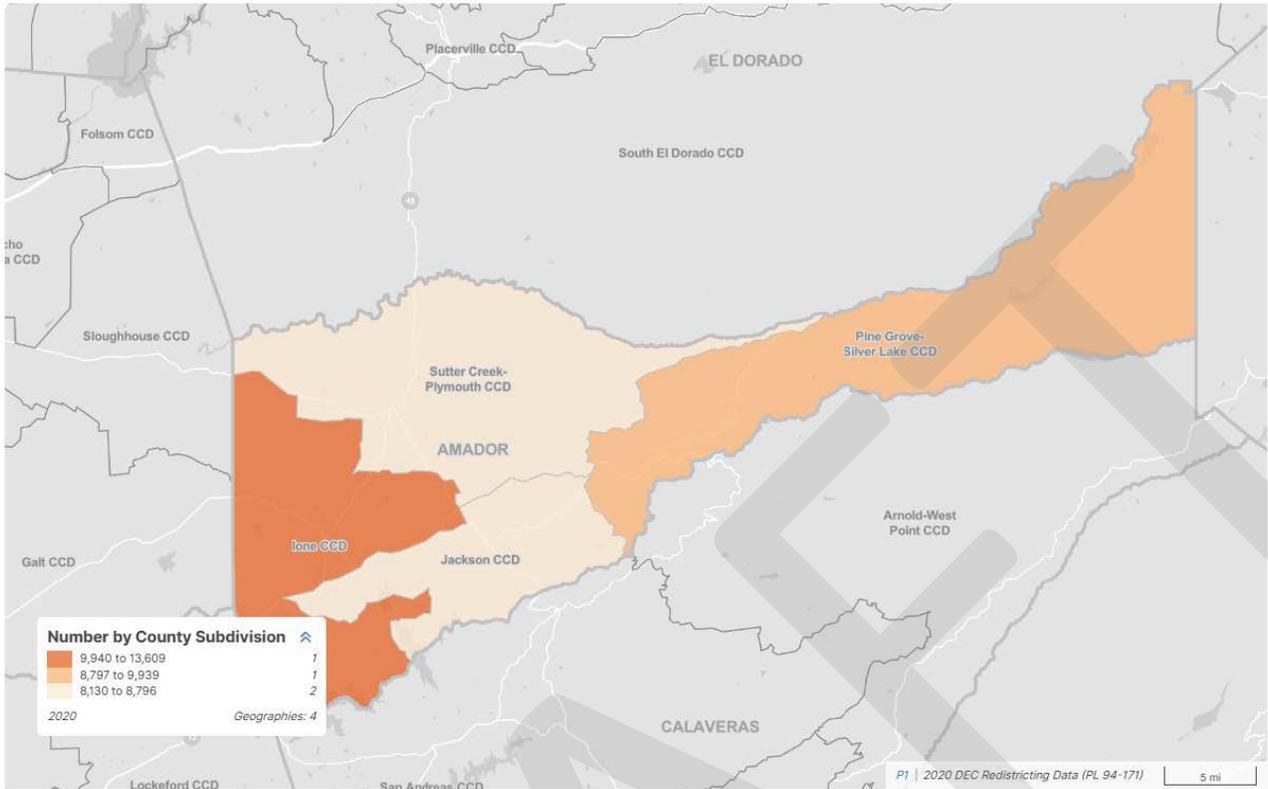
### Amador County Population

Rate-of-Change  
2020-2023: **-4.9%**

### Tuolumne County Population

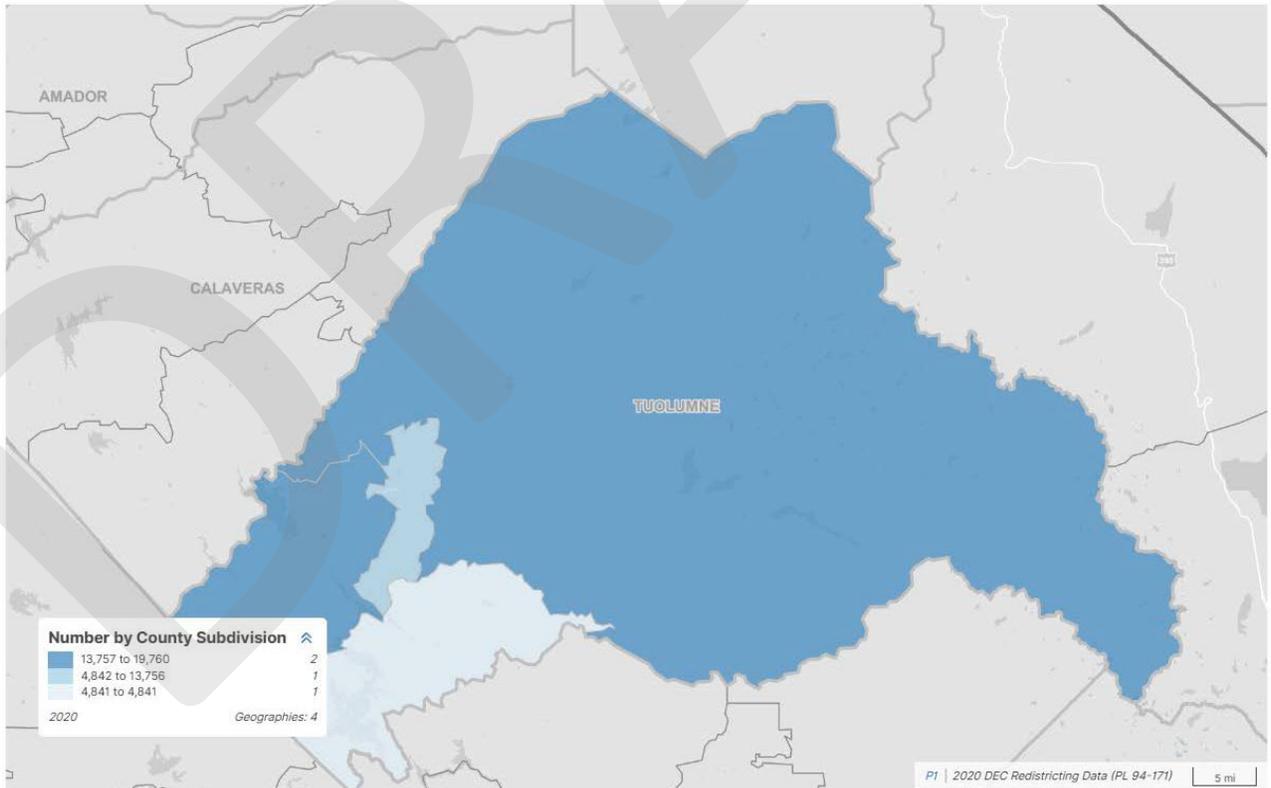
Rate-of-Change  
2020-2023: **-1.3%**

Total Population by City Estimate 2020:



Amador County - Total Population by Census County Division (CCD), 2020 Estimates

Total Population by City Estimate 2020:



Tuolumne County - Total Population by Census County Division (CCD), 2020 Estimates

## AGE AND GENDER

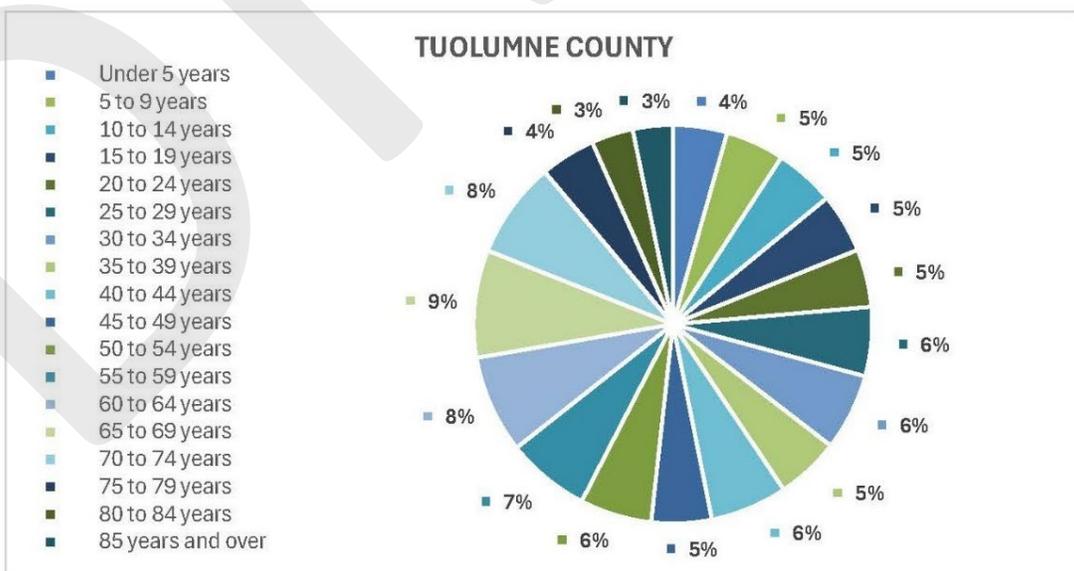
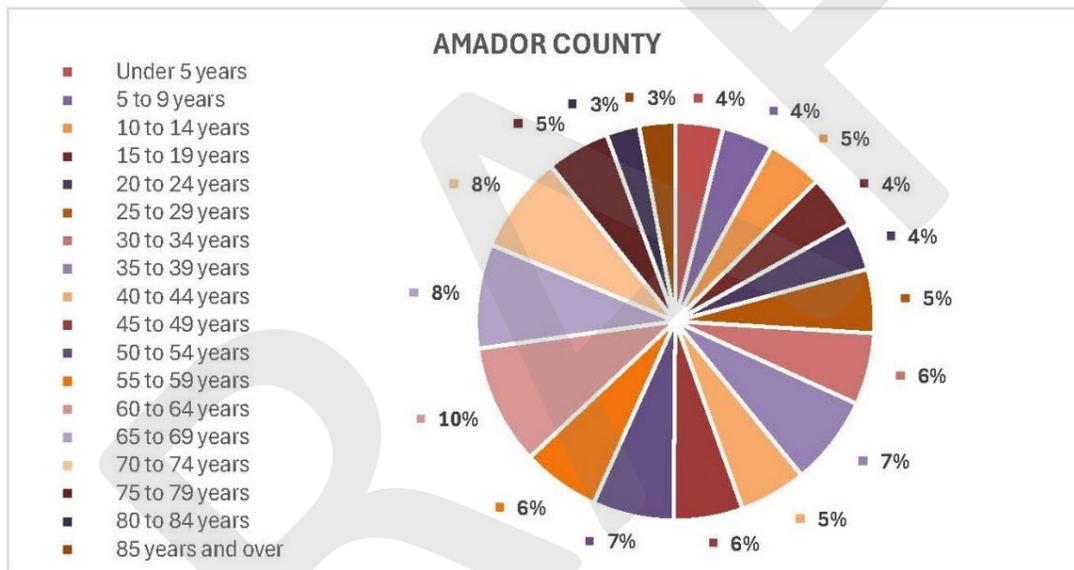
In Amador County the female population comprises **45.4%**, while the male population comprises **54.6%**. In Tuolumne County the female population comprised **48.5%** while the male population comprised **51.5%**.

The median age in Amador County moved from **50.5** in 2019 to **49.9** in 2023 and in Tuolumne County moved from **48.4** in 2019 to **48.8** in 2023.

The 2023 census data indicate the median age of the total population aged 65 and over is **70.2** in Amador County and **70.7** in Tuolumne County.

The census data reflects very few changes from 2019 to 2023 in gender and in age for age 0-17 with a **2.7%** increase in this population in Amador County and a **3.7%** increase in Tuolumne County.

According to the Area 12 Agency on Aging's (A12AA) 2023 Community Needs Data Analysis, there has been significant decline in the populations 65-and-over from the 2018 Census to 2022 according to the Rural County Representatives of California, (RCRC). Both Amador and Tuolumne Counties experiencing a **12%** decrease of the over-65 age group. Tuolumne County, of all the five foothill counties in the A12AA service area, shows the greatest proportional decrease in its population between ages 65-74 (**33%**) and those age 85+ (**10%**).

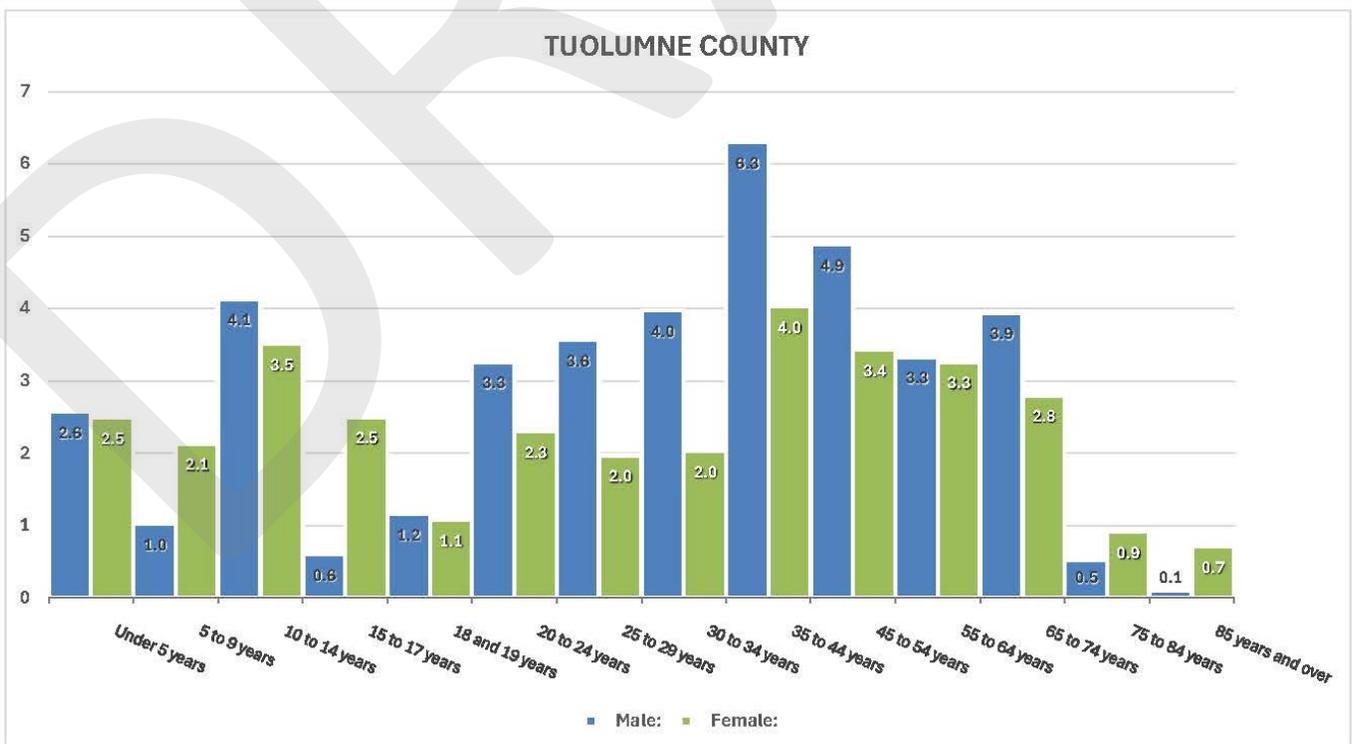
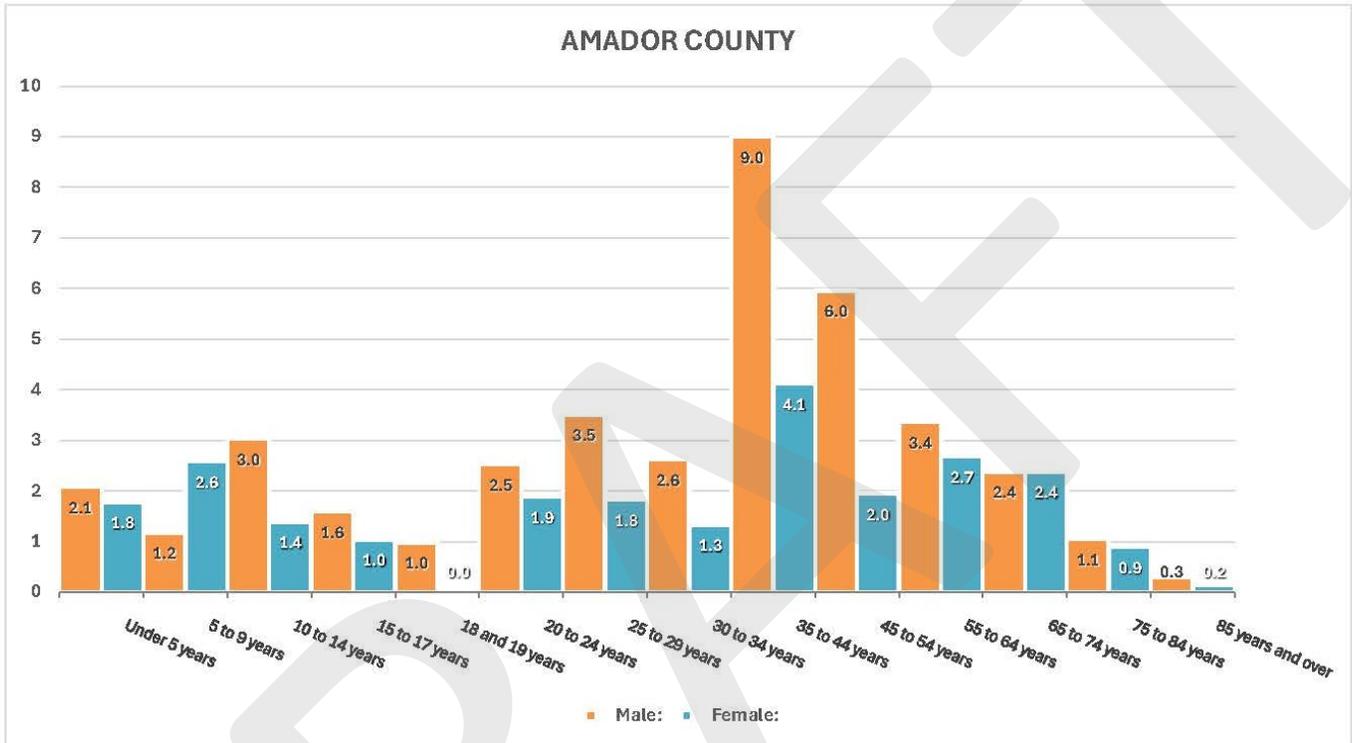


American Community Survey (ACS) 5-year population, 2023 estimates

## ETHNICITY AND RACE

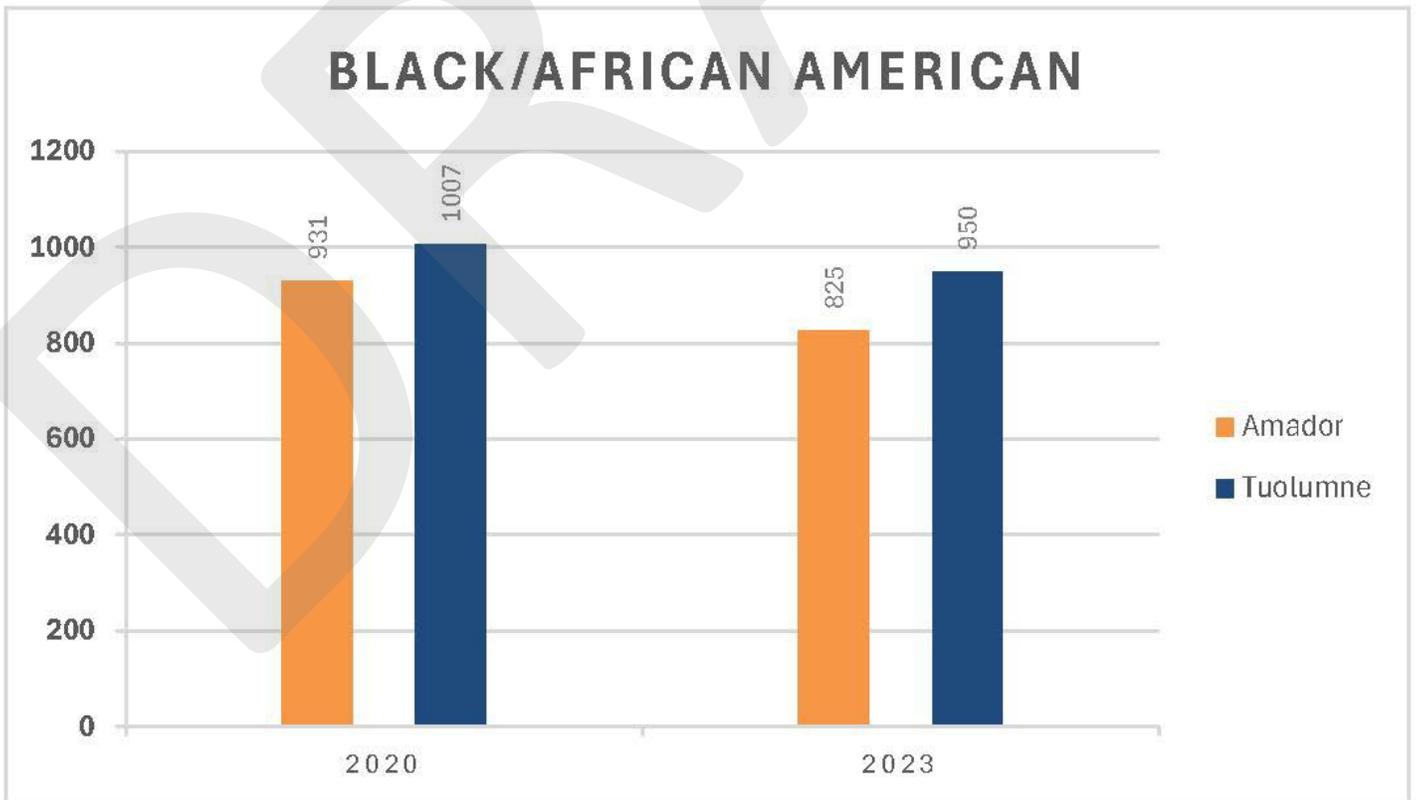
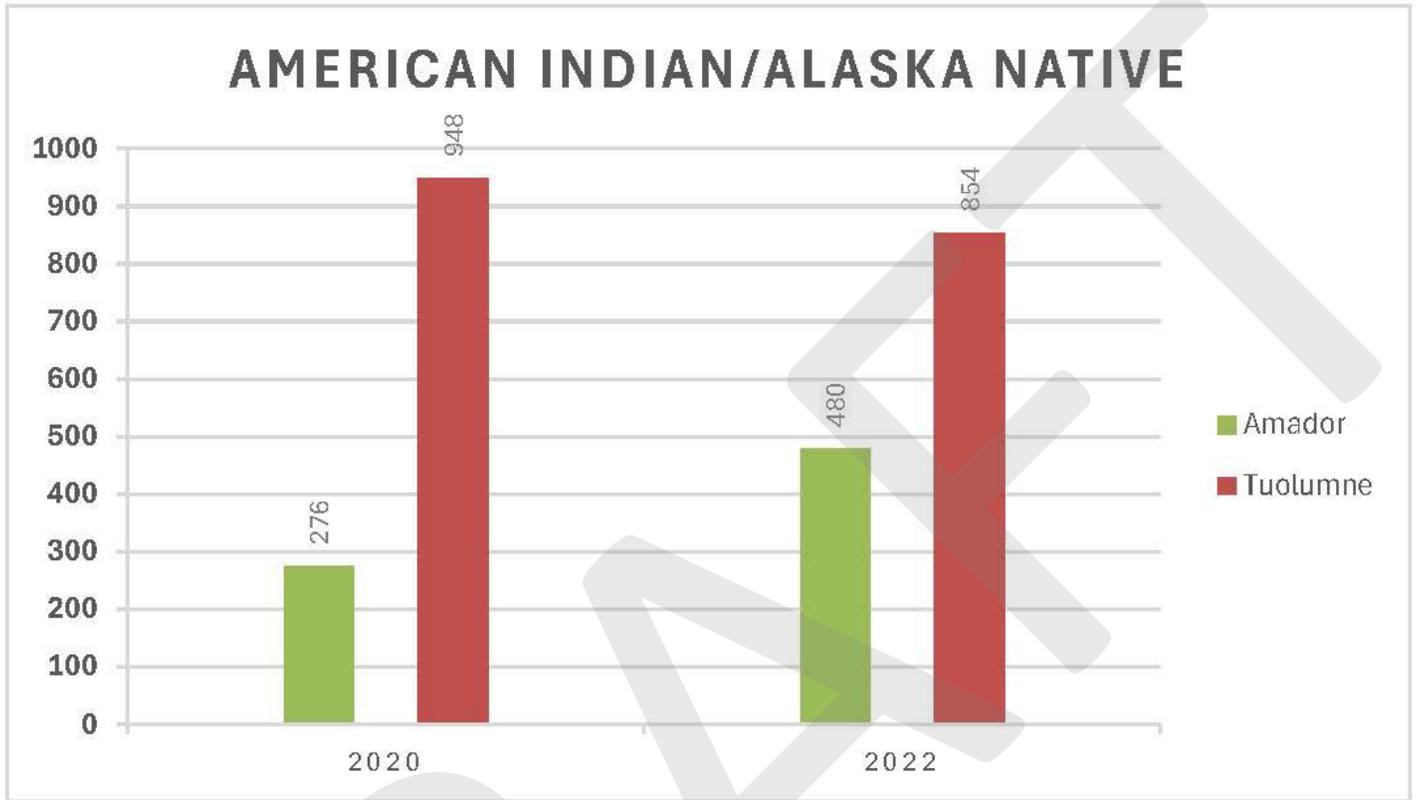
U.S. Census estimates reflect very little change in ethnicity for both Amador and Tuolumne Counties from 2019 to 2023, with a Hispanic/Latino increase of **2%** in Amador County and a **1%** increase in Tuolumne County.

- **15.5%** of Amador County’s Hispanic/Latino population is comprised of **39.6%** male and **24%** female, and **7.1%** of this population is aged 65 years and older.
- **13.2%** Tuolumne County’s Hispanic/Latino population is comprised of **39.4%** male and **33.1%** female, and **9%** of this population is aged 65 years and older.



The American Indian/Alaska Native population in Amador County has seen a **74%** increase from 2020 to 2022 while Tuolumne County has seen with a **10%** decrease.

The Black/African American population in Amador County has seen a **11%** decrease from 2020 to 2023 while Tuolumne County has seen less change with a **6%** decrease.

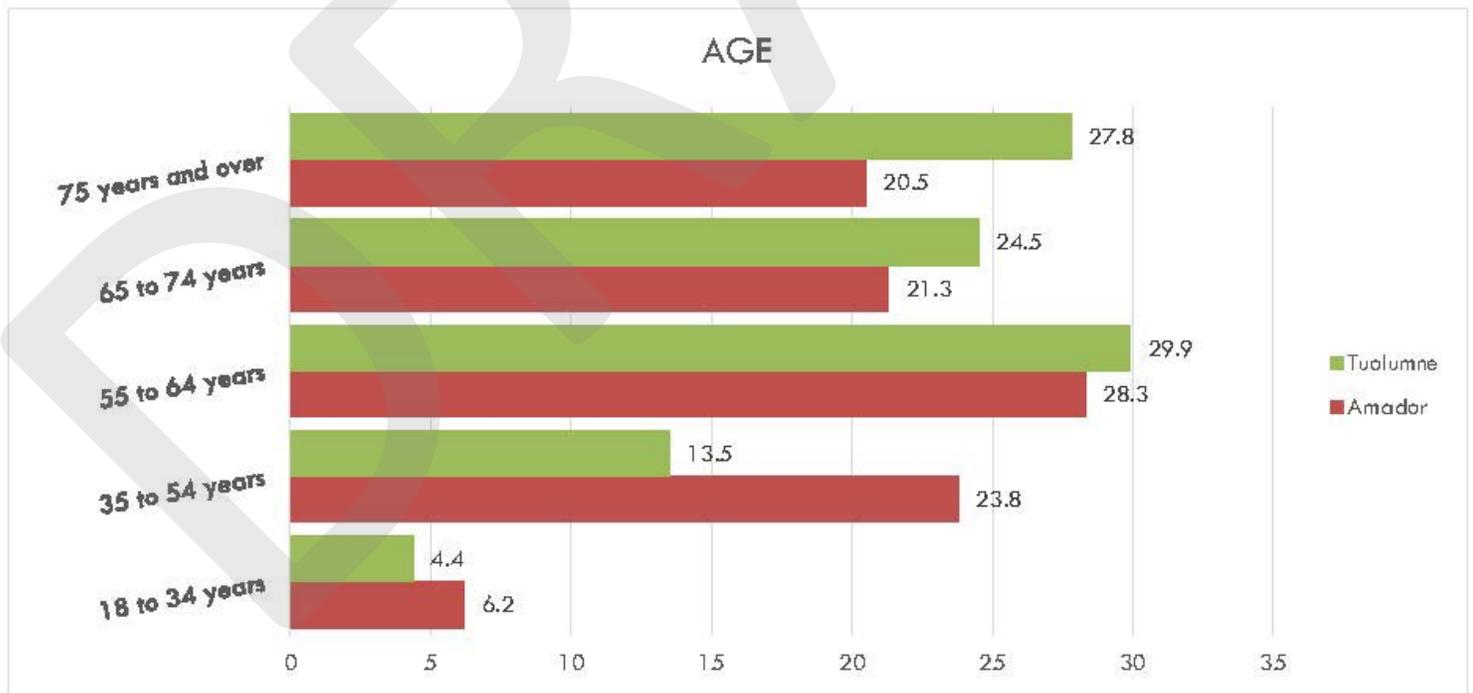
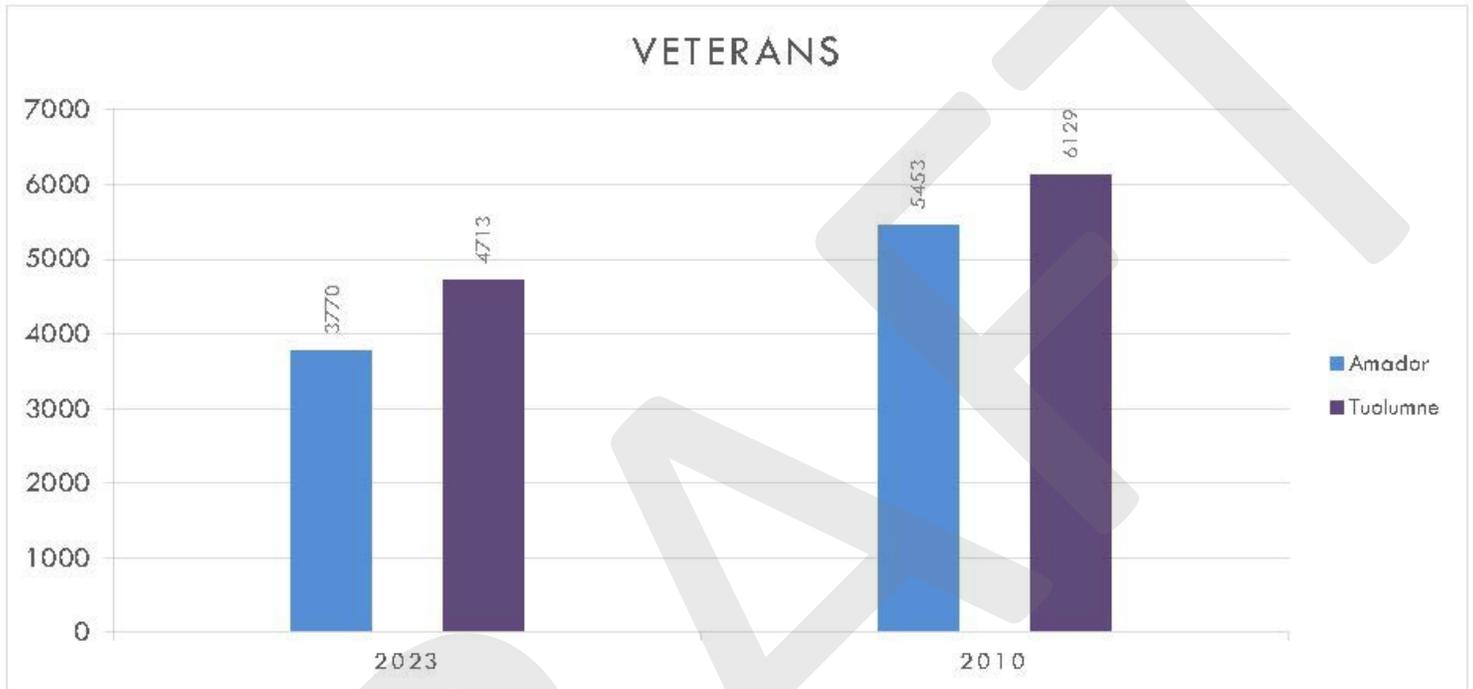


## VETERANS (AGE AND GENDER)

The total number of Veterans living in Amador and Tuolumne Counties comprise **10.9%** and **10.4%**, with the largest concentrations living in the Ione CCD (**13,609**) and Sonora CCD (**19,760**).

The largest percentage of Amador County (**42.6%**) and Tuolumne County (**41.8%**) Veterans are Vietnam era Veterans.

In Amador County the number of veterans reflected in 2023 decreased by **45%** but only decreased by **30%** in Tuolumne County from 2010 census data.



Veteran - Total Population by Census County Division (CCD), 2023 estimate

# 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.

2025 POVERTY GUIDELINES FOR THE 48 CONTIGUOUS STATES AND THE DISTRICT OF COLUMBIA	
Persons in family/household	Poverty guideline
1	\$15,650
2	\$21,150
3	\$26,650
4	\$32,150
5	\$37,650
6	\$43,150
7	\$48,650
8	\$54,150
<i>*For families/households with more than 8 persons, add \$5,500 for each additional person.</i>	

In March 2020 the Coronavirus Aid, Relief, and Economic Security Act (*CARES Act*) was signed, increasing the income eligibility criteria, and providing relief and assistance to businesses, people, and communities. Although this additional funding will be short lived, this is important because poverty creates barriers to access including childcare, food, health services, housing, and other necessities that contribute to poor health status.

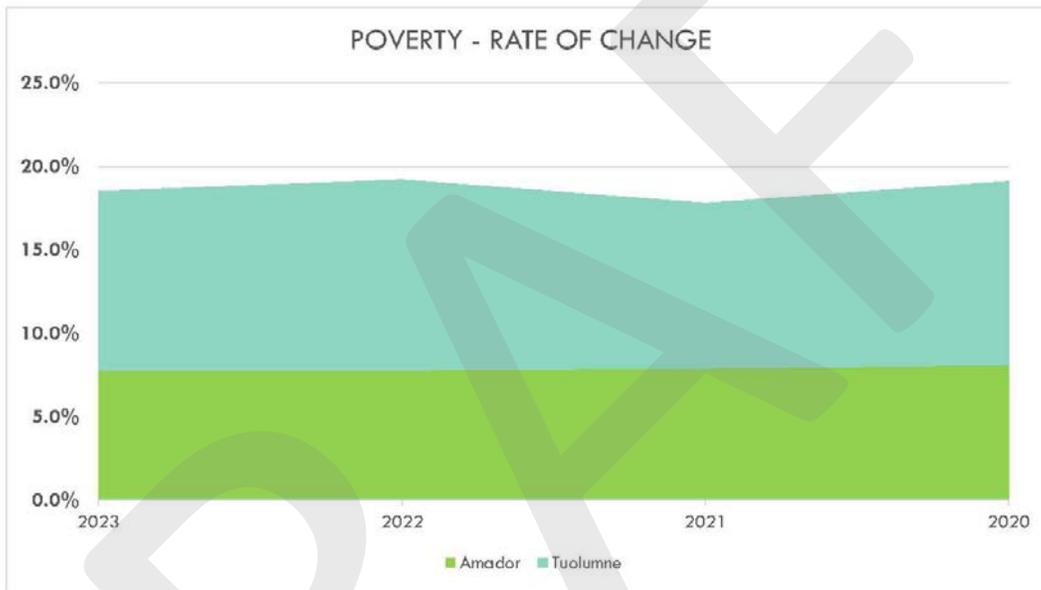
In Amador County **24.9%** are living below 200 percent the Federal Poverty Level (*FPL*) and in Tuolumne County **28.03%** are living below 200 percent of the FPL according to the 2023 American Community Survey 5-year estimates.

Poverty level information is reflected 100% of the federal poverty income guidelines. US Census 2023 poverty estimates reflect **9.9%** of Amador County and **12.8%** of Tuolumne County people living below poverty level. In Amador County, the Jackson Census County Division (*630 persons*) has the highest concentration of those living below poverty level and in Tuolumne County that area is the Sonora Census County Division (*2,675 persons*).

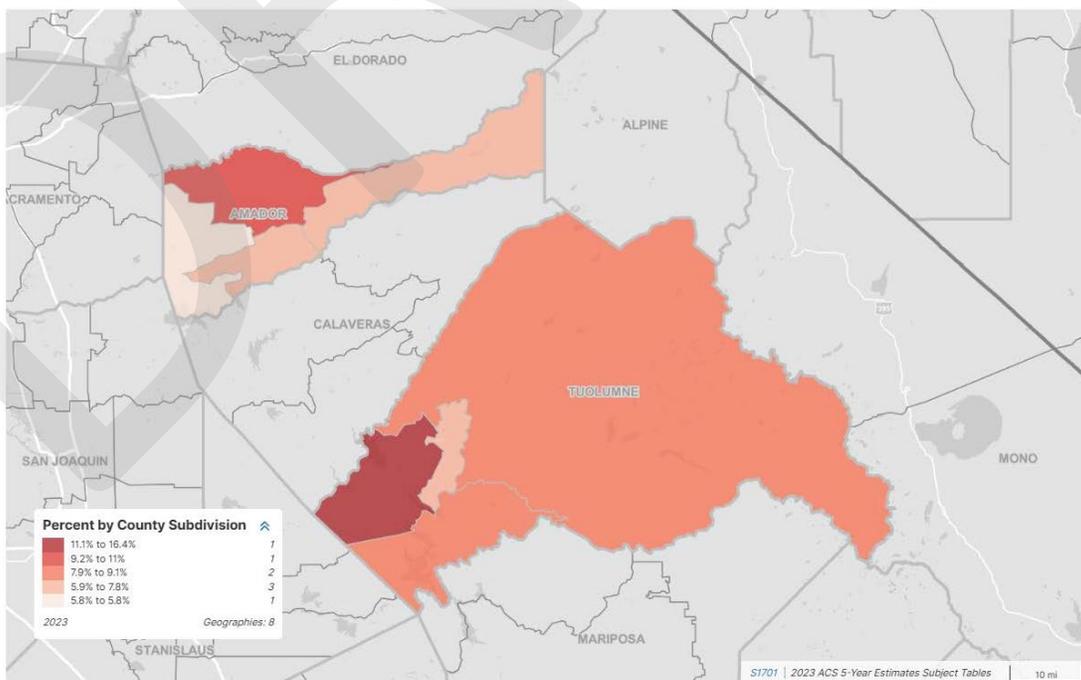
The rate of change from 2019-2023 of persons living below poverty level has decreased **15%** in Amador County and **14%** in Tuolumne County.

**Poverty Quick Facts:**

- **3.1%** more females than males in both Counties are living in poverty.
- Females, 25 and over, despite educational attainment, have an **8%** higher rate of poverty in both Amador and Tuolumne Counties than males.
- Amador County American Indian/Alaska Natives (**12.7%**) and Tuolumne County Black/African Americans (**31.2%**) are the counties highest populations living in poverty.
- **14.4%** of Amador and Tuolumne County residents living in poverty are under the age of 18.
- **17.6%** of Amador and Tuolumne County residents living in poverty are 60 years of age and over.



Population for whom poverty status is determined - Percent below poverty level



Below Poverty Level - Total Population by Census County Division (CCD), 2023 estimate

# EMPLOYMENT AND INCOME

Unemployment rates are dropping as of March 2025 with a **0.1%** decrease from February 2025, which was at **5.4%**. 2023 unemployment rates for Amador County are at **2.9%**, while Tuolumne County is at **7.9%**, up from **2.5%** and **3.6%** in 2020, according to the California Employment Development Department and the US Census.

## Labor Force, Employment, Unemployment, and Income Quick Facts: (US Census and EDD)

- From 2020 to 2023 there was a **5%** decrease in the Labor Force in Amador County and a **1.5%** decrease in Tuolumne County.
- There was an increase from 2020 to 2023 of residents on Social Security with a **12%** increase in Amador County and a **3.6%** increase in Tuolumne County, with **51.4%** of the population on Social Security in Amador County and **47%** in Tuolumne County.
- 5%** of residents in both counties are on SSI.
- 2.4%** of Amador County residents are utilizing cash assistance with **2.6%** utilization in Tuolumne County.
- 37%** of Amador children under 18 and **35%** of Tuolumne children live at 200% of the federal poverty level.



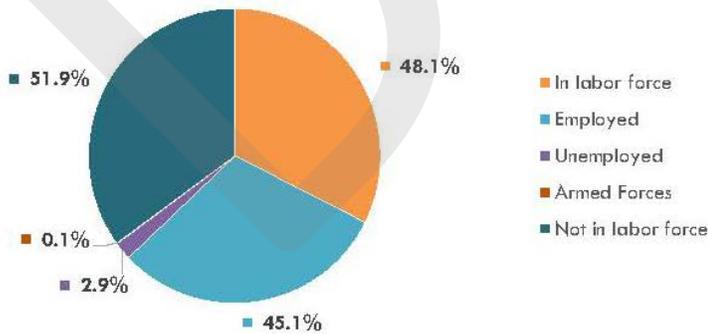
## Median Income: (US Census)

- Amador County Median Income: **\$41,581** in 2023 (**\$35,732** in 2019) reflecting a **\$5,849** increase (**16.4%** increase in 4 years). Female householders living alone have seen **12.7%** increase in median income since 2019 while males living alone have seen **13.2%** increase.
- Tuolumne County Median Income: **\$37,688** in 2023 and (**\$31,748** in 2019) reflecting a **\$5,940** increase (**18.7%** increase in 4 years). Female householders living alone have seen a **16.1%** increase in median income since 2019 while males living alone have only seen a **0.5%** decrease.
- California Average Individual Median Income: **\$41,901** in 2023 (**\$31,960** in 2019) reflecting a **\$9,941** (**31.1%** increase in 4 years).

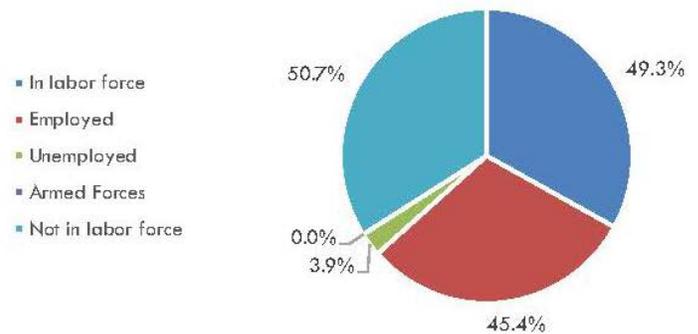
### Amador County

### Tuolumne County

Population 16 years and over

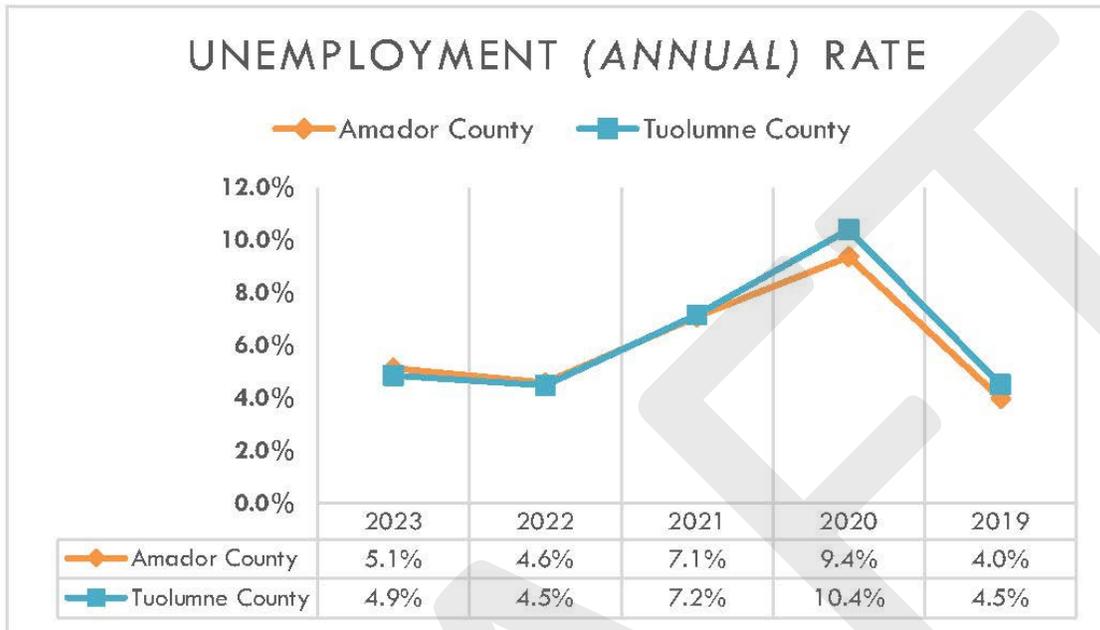


Population 16 years and over



Employment Status for the population 16-years-and-over - American Community Survey (ACS) 5-year population, 2023 estimates

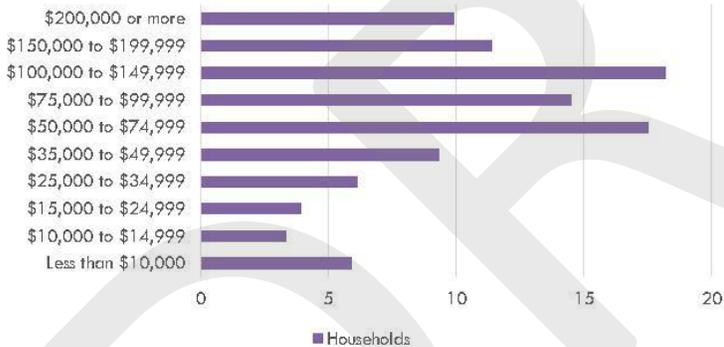
The graph below reflects a steady reduction in the annual average unemployment rate in Amador County for 2023 is **6.1%** and Tuolumne County for 2023 is **7.9%**. The unemployment rates increased dramatically during 2020's Pandemic era climbing to an average of **9%** in Amador County and **10%** in Tuolumne County with the peak month of April 2020 at **14.4%** in Amador County and **17.3%** in Tuolumne County.



Employment Development Department, Labor Market Information Division, 2023

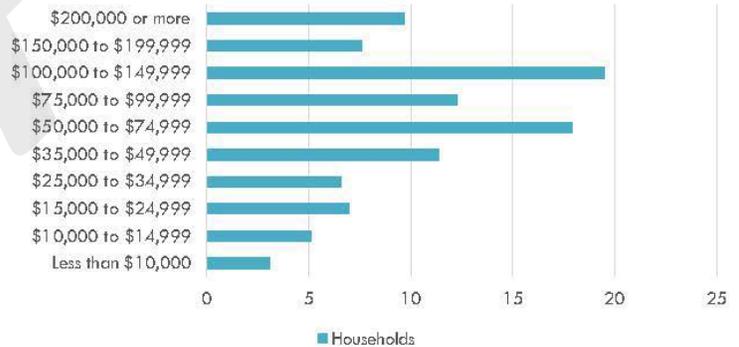
#### Amador County

##### Households Income

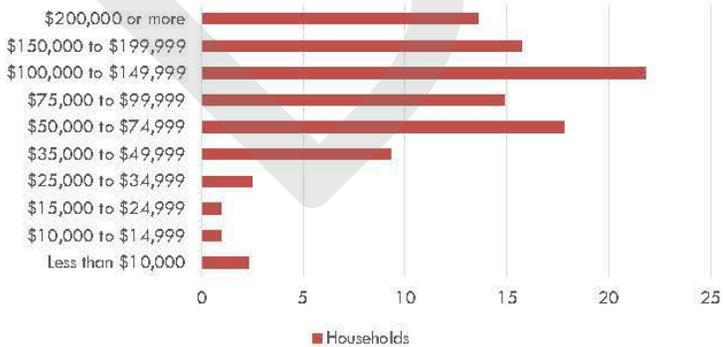


#### Tuolumne County

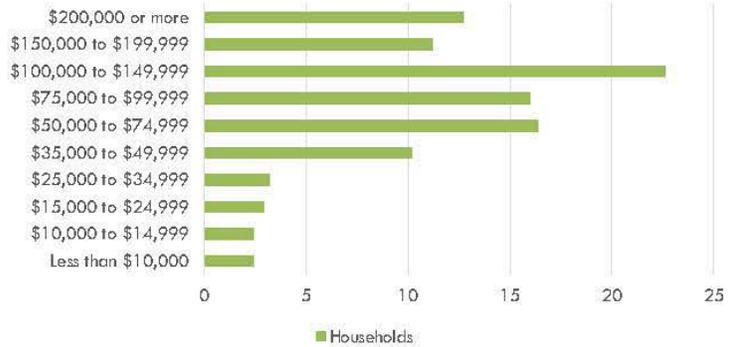
##### Households Income



##### Families Income



##### Families Income



U.S. Census - American Community Survey (ACS) 5-year population, 2023 estimates

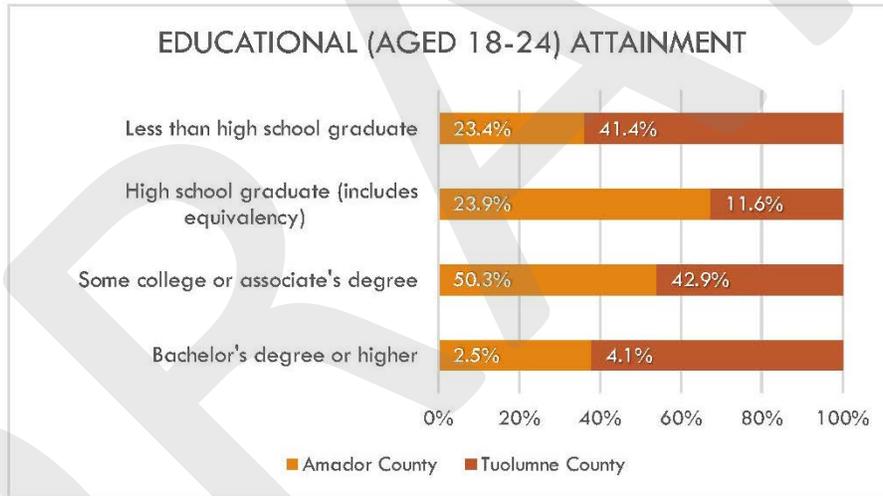
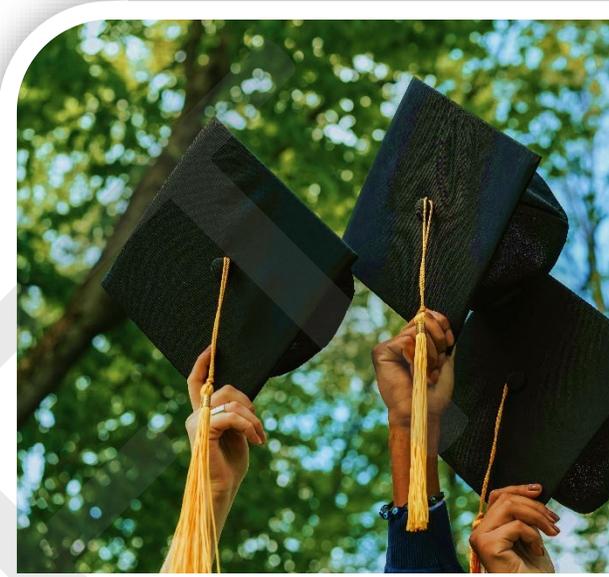
# EDUCATION

## Graduation Outcomes from the 2023 Census:

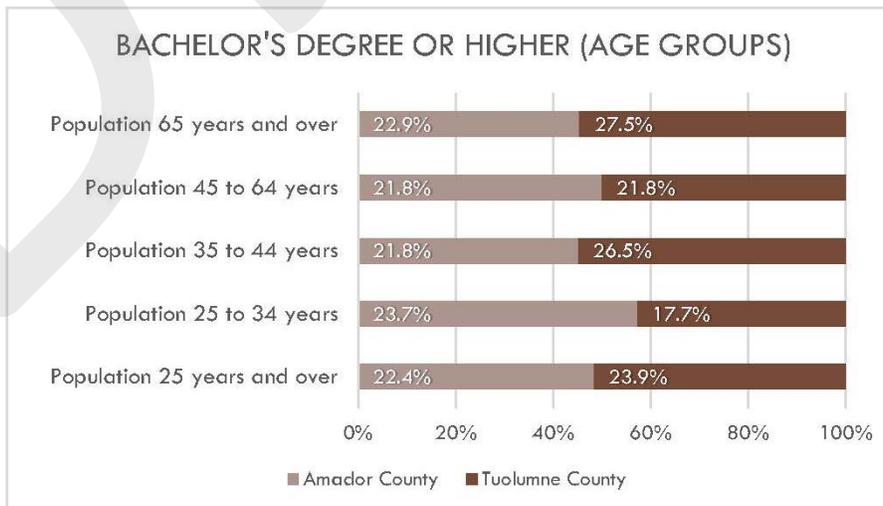
- ✚ **23.4%** of the Amador County population aged 18-24 have less than a high school graduate education
- ✚ **11.6%** of the Tuolumne County population aged 18-24 have less than a high school graduate education
- ✚ **10%** fewer students graduated high school from 2010 in both counties
- ✚ Amador County had a graduation rate of **91.0%** in the 2022-2023 school year
- ✚ Tuolumne County had a graduation rate of **90.1%** in the 2022-2023 school year
- ✚ California's graduation rate in the 2021-2022 school year was **87.4%**

**3.77%** of Amador County English Language Learners (*ELL*) gained language proficiency while only **2.18%** of *ELL* gained proficiency in Tuolumne County.

There was a **7%** decrease from 2010 to 2019 of residents with bachelor's degrees in Amador County and a **5%** decrease in Tuolumne County.



Educational Attainment - ACS 5-year population, 2023 estimates



Bachelor's Degree or Higher (*Age Groups*) - ACS 5-year population, 2023 estimates



# 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, medicine, or medical care
- Damage to a child’s ability to learn and grow

Rural areas comprise approximately **71%** of the total geographic area of the United States and **87%** of counties with the highest rates of overall food insecurity and **84%** 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](http://feedingamerica.org)).

In 2023, Amador County had **5,229** (*13.5% were children*) food insecure persons with an overall food insecurity rate of **7.75%**, and Tuolumne County had **6,060** (*16.8% were children*) persons with an overall food insecurity rate of **12.7%**, both counties down **5.15%** from 2016 ([feedingamerica.org](http://feedingamerica.org)).

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

## Food Stamp Use:

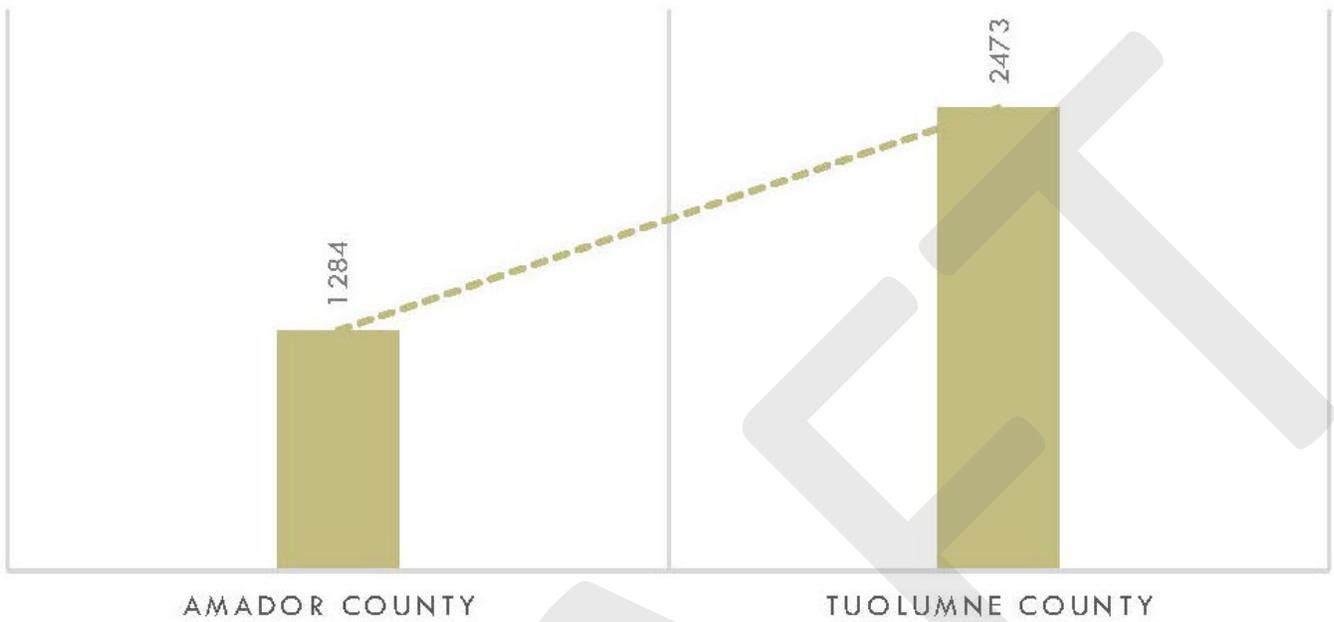
- **8.0%** of households in Amador County use Food Stamps which increased **3.8%** from 2010, however, there were **1,209** households below the poverty level that did not receive benefits
- **10.8%** of households in Tuolumne County use Food Stamps, which also increased **4.5%** from 2010, however, there were **1,488** households below the poverty level that did not receive benefits
- In Amador County **36.8%** of households with children under the age of 18 received Food Stamps
- In Tuolumne County **34.6%** of households with children under the age of 18 received Food Stamps

## Free & Reduced Lunch Program Use:

- In Amador County **41.8%** of the students are on the program
- In Tuolumne County **44.2%** of students are on the program



# 2023 SNAP RECIPIENTS



Food Stamps/Supplemental Nutrition Assistance Program (SNAP) - (ACS)5-year population, 2023 estimates



# HOUSING AND HOMELESSNESS

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 Facts from the 2023 Census:

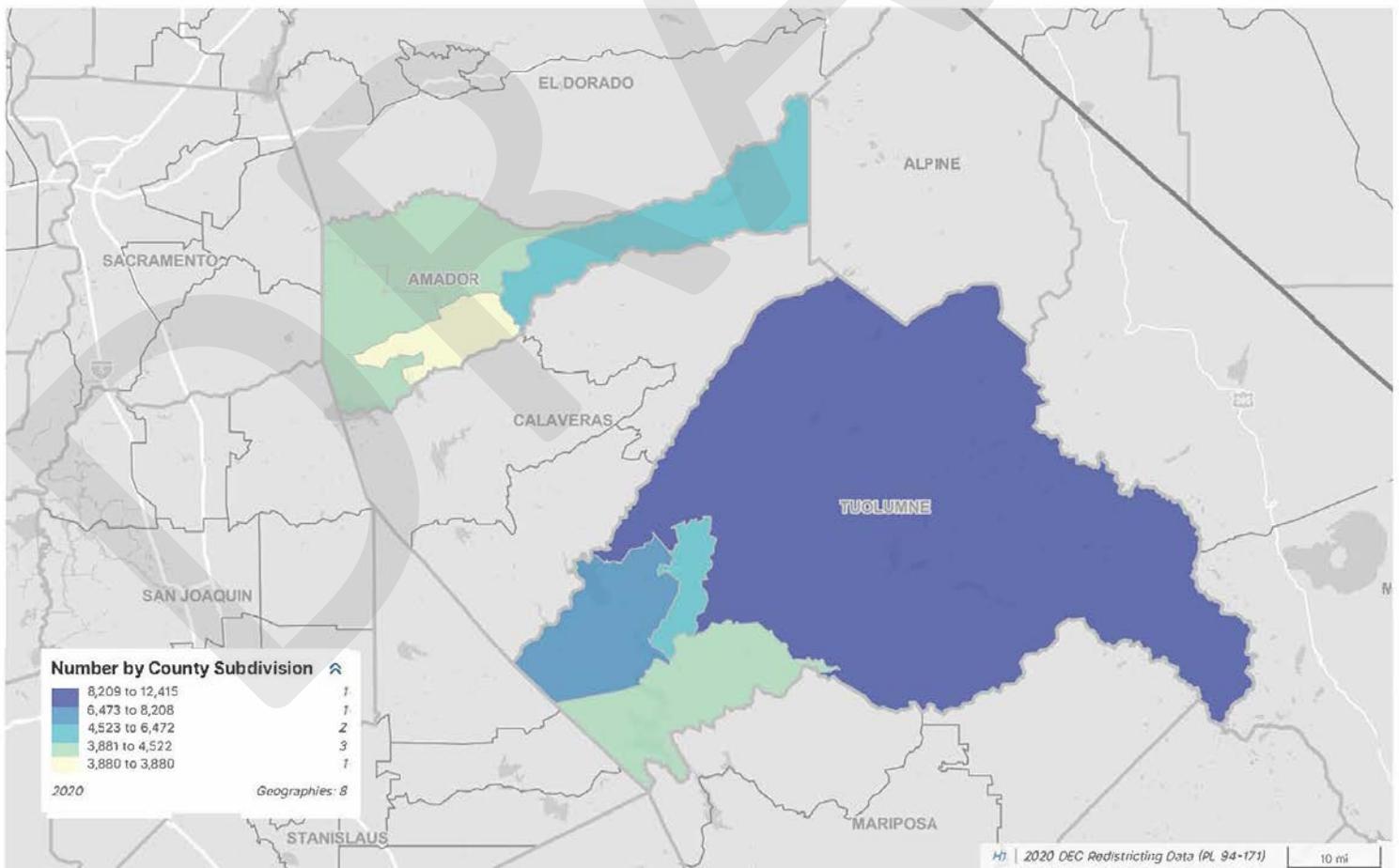
	<u>Amador County</u>	<u>Tuolumne County</u>
Housing units	18,919	31,415
Owner-occupied housing unit rate	80.1%	74.1%
Median value of owner-occupied housing units	\$422,800	\$406,200
Housing units owner-occupied costs with a mortgage	\$7,754	\$10,026
Housing units owner-occupied costs without a mortgage	\$5,109	\$6,886
Median gross rent	\$1,380	\$1,009

The highest number of occupied housing units in Amador County is in the Pine Grove-Silver Lake “County Census District” (CCD) with **6,216** units and in Tuolumne County is in the Twain Hart CCD with **12,415** units. Rental vacancies are highest in Amador County’s Jackson CCD (**6.3%**) compared to Tuolumne County’s Groveland CCD (**16.7%**).

## Heating Fuel Use:

In Amador County occupied housing units use (**24.8%**) gas, (**23.9%**) electricity, and (**27.1%**) propane as a source of heating fuel.

In Tuolumne County occupied housing units use (**7.5%**) gas, (**20.6%**) electricity, and (**41.2%**) propane as a source of heating fuel.



Housing Occupancy - Total Housing Units & Vacant Housing Units Percent by Census County Division (CCD), 2020 estimates

# NATIONAL LOW-INCOME HOUSING COALITION

## OUT OF REACH 2024: CALIFORNIA

<b>Number of Households</b>	<i>California</i>	<i>Amador County</i>	<i>Tuolumne County</i>
TOTAL	<b>13,315,822</b>	<b>15,745</b>	<b>22,831</b>
RENTER	<b>5,908,461</b>	<b>3,305</b>	<b>5,840</b>
PERCENT RENTERS	<b>44%</b>	<b>21%</b>	<b>26%</b>
<b>Housing Wage</b>	<i>California</i>	<i>Amador County</i>	<i>Tuolumne County</i>
ZERO-BEDROOM	<b>\$34.33</b>	<b>\$21.69</b>	<b>\$17.67</b>
ONE-BEDROOM	<b>\$38.26</b>	<b>\$21.83</b>	<b>\$19.85</b>
TWO-BEDROOM	<b>\$47.38</b>	<b>\$25.90</b>	<b>\$26.08</b>
THREE-BEDROOM	<b>\$62.30</b>	<b>\$36.50</b>	<b>\$34.52</b>
FOUR-BEDROOM	<b>\$71.35</b>	<b>\$43.96</b>	<b>\$44.25</b>
<b>Fair Market Rent</b>	<i>California</i>	<i>Amador County</i>	<i>Tuolumne County</i>
ZERO-BEDROOM	<b>\$1,785</b>	<b>\$1,128</b>	<b>\$919</b>
ONE-BEDROOM	<b>\$1,989</b>	<b>\$1,135</b>	<b>\$1,032</b>
TWO-BEDROOM	<b>\$2,464</b>	<b>\$1,347</b>	<b>\$1,356</b>
THREE-BEDROOM	<b>\$3,240</b>	<b>\$1,898</b>	<b>\$1,795</b>
FOUR-BEDROOM	<b>\$3,710</b>	<b>\$2,286</b>	<b>\$2,301</b>
<b>Annual Income Needed to Afford</b>	<i>California</i>	<i>Amador County</i>	<i>Tuolumne County</i>
ZERO-BEDROOM	<b>\$71,406</b>	<b>\$45,120</b>	<b>\$36,760</b>
ONE-BEDROOM	<b>\$79,571</b>	<b>\$45,400</b>	<b>\$41,280</b>
TWO-BEDROOM	<b>\$98,545</b>	<b>\$53,880</b>	<b>\$54,240</b>
THREE-BEDROOM	<b>\$129,592</b>	<b>\$75,920</b>	<b>\$71,800</b>
FOUR-BEDROOM	<b>\$148,417</b>	<b>\$91,440</b>	<b>\$92,040</b>
<b>Minimum Wage</b>	<i>California</i>	<i>Amador County</i>	<i>Tuolumne County</i>
MINIMUM WAGE	<b>\$16.00</b>	<b>\$16.00</b>	<b>\$16.00</b>
RENT AFFORDABLE AT MINIMUM WAGE	<b>\$832</b>	<b>\$832</b>	<b>\$832</b>
<b>Work Hours/Week at Minimum Wage</b>	<i>California</i>	<i>Amador County</i>	<i>Tuolumne County</i>
ZERO-BEDROOM	<b>86</b>	<b>54</b>	<b>44</b>
ONE-BEDROOM	<b>96</b>	<b>55</b>	<b>50</b>
TWO-BEDROOM	<b>118</b>	<b>65</b>	<b>65</b>
THREE-BEDROOM	<b>156</b>	<b>91</b>	<b>86</b>
FOUR-BEDROOM	<b>178</b>	<b>110</b>	<b>111</b>
<b>Renter Wage</b>	<i>California</i>	<i>Amador County</i>	<i>Tuolumne County</i>
AVERAGE RENTER WAGE	<b>\$30.93</b>	<b>\$16.23</b>	<b>\$15.04</b>
RENT AFFORDABLE AT AVERAGE WAGE	<b>\$1,608</b>	<b>\$844</b>	<b>\$782</b>
<b>Supplemental Security Income (SSI) Payment</b>	<i>California</i>	<i>Amador County</i>	<i>Tuolumne County</i>
SSI MONTHLY PAYMENT	<b>\$1,183</b>	<b>\$1,183</b>	<b>\$1,183</b>
RENT AFFORDABLE TO SSI RECIPIENT	<b>\$355</b>	<b>\$355</b>	<b>\$355</b>
<b>Income Levels</b>	<i>California</i>	<i>Amador County</i>	<i>Tuolumne County</i>
30% OF AREA MEDIAN INCOME (AMI)	<b>\$35,104</b>	<b>\$30,570</b>	<b>\$29,070</b>
ESTIMATED RENTER MEDIAN HOUSEHOLD INCOME	<b>\$72,971</b>	<b>\$52,316</b>	<b>\$43,672</b>
<b>Rent Affordable at Different Income Levels</b>	<i>California</i>	<i>Amador County</i>	<i>Tuolumne County</i>
30% OF AREA MEDIAN INCOME (AMI)	<b>\$682</b>	<b>\$764</b>	<b>\$727</b>
ESTIMATED RENTER MEDIAN HOUSEHOLD INCOME	<b>\$1,335</b>	<b>\$1,308</b>	<b>\$1,092</b>

# Homeless Point-In-Time (PIT) Count

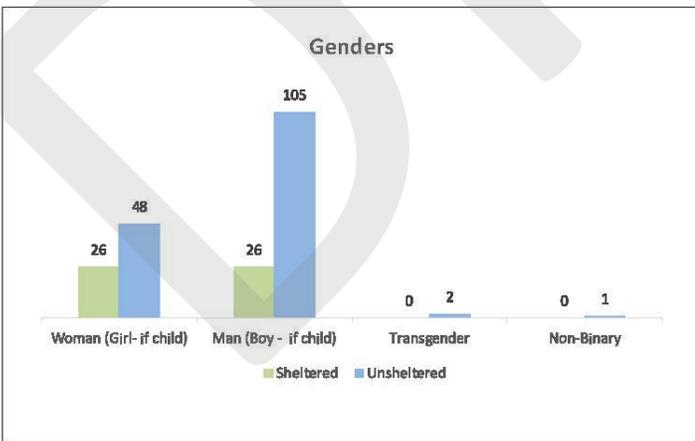
The Point-in-Time (PIT) count is a count of sheltered and unsheltered people experiencing homelessness that HUD requires each Continuum of Care (CoC) nationwide to conduct in a single night in January. HUD requires that CoCs conduct an annual count of homeless people who are sheltered in emergency shelters, 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.

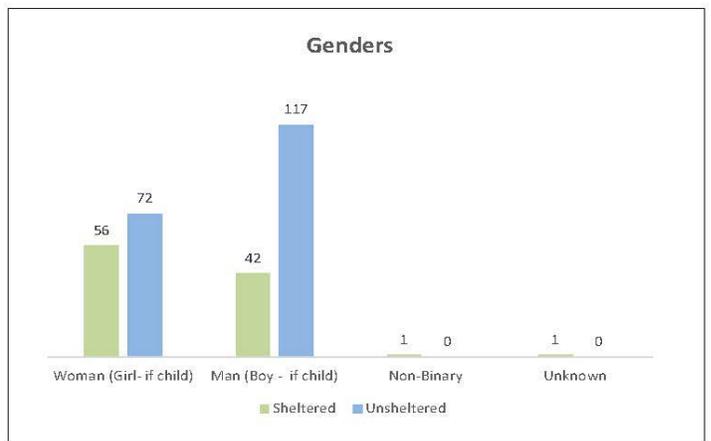
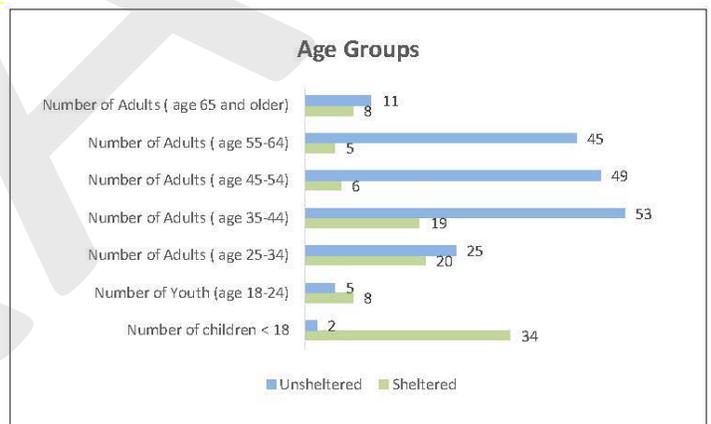


- In 2024, PIT counts identified **213** total homeless persons in Amador County, **161** of which were unsheltered. This was a **1%** decrease in unsheltered persons from 2019
- In 2024, PIT counts identified **290** total homeless persons in Tuolumne County, **190** of which were unsheltered. This was a **33%** increase in unsheltered persons from 2019

## AMADOR COUNTY



## TUOLUMNE COUNTY



Central Sierra Continuum of Care, CA-526: 2024 Point-in-Time Count

# HEALTH AND MENTAL HEALTH

## California Department of Public Health 2024 County Health Status Profile Report

Morbidity/Mortality		Amador County	Tuolumne County	California Average
Age-Adjusted data – per 100,000 persons (2019-2024) (Significant ranking noted in Bold)				
Death All Causes	<b>Amador &amp; Tuolumne above CA</b>	741.1	822.2	670.0
Alzheimer's Disease	<b>Tuolumne below CA</b>	39.5	21.9	35.5
All Cancers	<b>Amador &amp; Tuolumne above CA</b>	141.8	140.3	122.0
Diabetes	<b>Amador &amp; Tuolumne below CA</b>	12.5	21.0	23.6
Drug-Induced Deaths	<b>Amador below CA</b>	15.8	32.4	25.3
Firearms-Related Death	<b>Amador &amp; Tuolumne above CA</b>	13.5	10.6	8.7
Heart Disease	<b>Amador &amp; Tuolumne above CA</b>	184.6	160.7	158.6
Homicide	<b>Amador &amp; Tuolumne below CA</b>	4.6	2.9	6.1
Lung Cancer & Bronchus	<b>Amador &amp; Tuolumne above CA</b>	33.0	31.5	24.5
Motor Vehicle-Related	<b>Amador &amp; Tuolumne above CA</b>	16.0	12.0	11.5
Stroke	<b>Amador &amp; Tuolumne below CA</b>	31.4	35.9	37.0
Suicide	<b>Amador &amp; Tuolumne above CA</b>	26.2	21.1	10.1
Tuberculosis	<b>Amador &amp; Tuolumne below CA</b>	0.2	0.0	4.4
Unintentional Injuries	<b>Amador &amp; Tuolumne above CA</b>	58.8	72.5	47.9

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
- ◆ Amador County had very low incidents of deaths from **Diabetes** compared to the rest of California
- ◆ Tuolumne County had a very low incidence of **Alzheimer's** deaths in California
- ◆ Amador had a high incidence of deaths due to **Suicide** rankings in California
- ◆ Tuolumne County had a very low incidence of **Homicide** deaths in California
- ◆ Tuolumne had a high instance of **Drug-Induced Deaths** ranking in California
- ◆ Tuolumne had the lowest incidents of **Tuberculosis** in California

Areas of Change in 5 Years reflected in the California Department of Public Health –County Health Status Profile Reports:

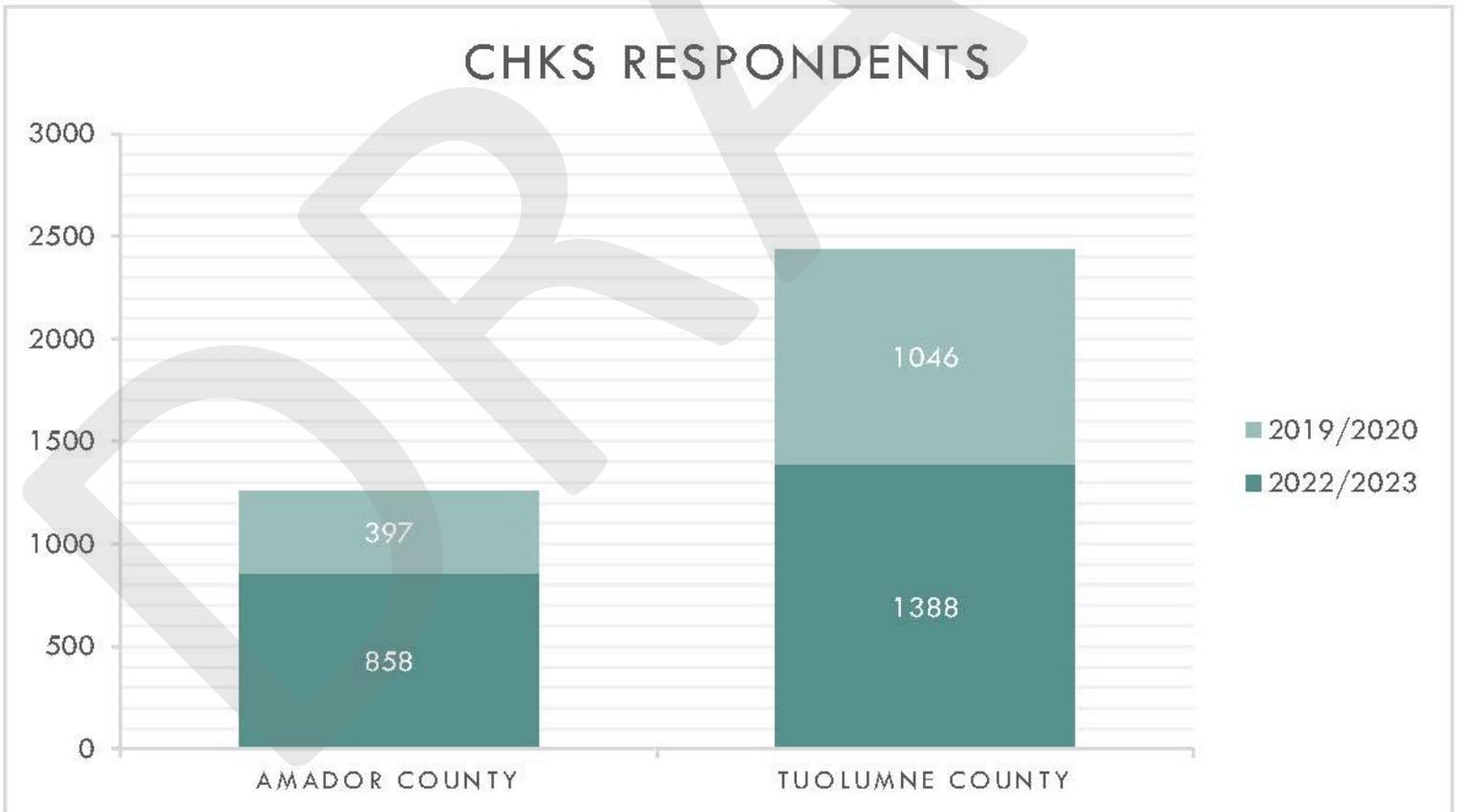
- Amador County has seen a reduction in **Diabetes, Tuberculosis, Stroke, and Drug-Induced** deaths
- Amador County has seen an increase in combined **Cancer, Suicide, and Motor Vehicle** deaths
- Tuolumne County has seen a reduction in **Homicide, Alzheimer's, and Motor Vehicle** deaths
- Tuolumne County has seen an increase in **All Cancers, Diabetes, and Drug-Induced** 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, and 11*) that ask in-depth questions on specific topics such as tobacco, alcohol, and other drug use education, safety/violence education, social, emotional, 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.

Amador County total response rates from 2017/2018 survey went down **69%** since the 2019/2020 survey period. 2022/2023 survey responses went up **54%** in Amador County. An increase of **25%** from Tuolumne County schools in 2022/2023 from the downfall of **6%** in 2017/2018 during the 2019/2020 survey period.



## 2022/2023 AMADOR COUNTY STUDENTS 7<sup>TH</sup>, 9<sup>TH</sup>, AND 11<sup>TH</sup> GRADE PARTICIPANT DEMOGRAPHICS:

Total student participants: **858**

<u>Gender</u>	<u>Grade 7 %</u>	<u>Grade 9 %</u>	<u>Grade 11 %</u>	<u>NT* %</u>
Male	49	47	46	60
Female	47	49	47	30
<u>Race</u>	<u>Grade 7 %</u>	<u>Grade 9 %</u>	<u>Grade 11 %</u>	<u>NT* %</u>
American Indian or Alaska Native	3	3	2	5
Asian or Asian American	1	2	2	0
Black or African American	1	1	0	5
Hispanic or Latinx	17	24	23	26
Native Hawaiian or Pacific Islander	1	0	0	0
White	51	54	63	53
Multiracial	19	11	6	11
Something else	6	5	4	0
<u>Living Situation</u>	<u>Grade 7 %</u>	<u>Grade 9 %</u>	<u>Grade 11 %</u>	<u>NT* %</u>
A home with one or more parent or guardian	90	91	95	94

## 2022/2023 TUOLUMNE COUNTY STUDENTS 7<sup>TH</sup>, 9<sup>TH</sup>, AND 11<sup>TH</sup> GRADE PARTICIPANT DEMOGRAPHICS:

Total student participants: **1388**

<u>Gender</u>	<u>Grade 7 %</u>	<u>Grade 9 %</u>	<u>Grade 11 %</u>	<u>NT* %</u>
Male	53	49	48	35
Female	58	58	60	54
<u>Race</u>	<u>Grade 7 %</u>	<u>Grade 9 %</u>	<u>Grade 11 %</u>	<u>NT* %</u>
American Indian or Alaska Native	0	0	0	0
Asian or Asian American	0	0	0	0
Black or African American	0	0	0	0
Hispanic or Latinx	57	54	55	0
Native Hawaiian or Pacific Islander	0	0	0	0
White	55	53	53	39
Multiracial	61	47	51	0
Something else	54	55	0	0
<u>Living Situation</u>	<u>Grade 7 %</u>	<u>Grade 9 %</u>	<u>Grade 11 %</u>	<u>NT* %</u>
A home with one or more parent or guardian	90	91	95	94

## KEY INDICATORS OF SUBSTANCE USE, REMOTE LEARNING, AND STUDENT WELL-BEING:

<u>School Engagement and Supports</u>	<u>Grade 7 %</u>	<u>Grade 9 %</u>	<u>Grade 11 %</u>	<u>NT* %</u>
School connectedness (In-School Only)	41	47	55	55
School connectedness (Remote Only)	0	0	47	0
Academic motivation	53	54	53	59
School is really boring	44	46	52	53
School is worthless and a waste of time	21	20	23	10
Monthly Absences (3 or more)	19	26	19	37
Maintaining focus on schoolwork	25	23	22	35
Caring adult relationships	49	54	66	73
High expectations-adults in school	61	64	71	78
Meaningful participation	25	21	24	31
Facilities upkeep	18	39	41	80
Promotion of parental involvement in school	33	41	38	55
<u>School Safety and Cyberbullying</u>	<u>Grade 7 %</u>	<u>Grade 9 %</u>	<u>Grade 11 %</u>	<u>NT* %</u>
School perceived as very safe or safe	32	50	53	53
Experienced any harassment or bullying	56	40	26	59

<i>Had mean rumors or lies spread about you</i>	59	43	28	29
<i>Been afraid of being beaten up</i>	38	21	10	24
<i>Been in a physical fight</i>	18	10	7	12
<i>Seen a weapon on campus</i>	15	16	19	12
<i>Cyberbullying</i>	46	36	26	17
<b>Substance Use</b>	<b>Grade 7 %</b>	<b>Grade 9 %</b>	<b>Grade 11 %</b>	<b>NT* %</b>
<i>Current alcohol or drug use</i>	10	16	15	22
<i>Current marijuana use</i>	5	12	10	22
<i>Current binge drinking</i>	2	5	6	6
<i>Very drunk or "high" 7 or more times, ever</i>	3	12	13	21
<i>Been drunk or "high" on drugs at school, ever</i>	4	9	9	16
<i>Current cigarette smoking</i>	1	3	5	17
<i>Current vaping</i>	6	12	10	28
<i>Current tobacco vaping</i>	5	11	10	17
<i>Current marijuana vaping</i>	3	7	5	17
<b>Routines</b>	<b>Grade 7 %</b>	<b>Grade 9 %</b>	<b>Grade 11 %</b>	<b>NT* %</b>
<i>Eating of breakfast</i>	61	65	54	58
<i>Bedtime (at 12 A.M. or later)</i>	25	21	30	21
<b>Learning from Home</b>	<b>Grade 7 %</b>	<b>Grade 9 %</b>	<b>Grade 11 %</b>	<b>NT* %</b>
<i>Average days worked on schoolwork (&gt; 5)</i>	0	0	16	0
<i>Synchronous instruction (4 days or more)</i>	0	0	11	0
<i>Interest in schoolwork done from home</i>	0	0	58	0
<i>Meaningful opportunities</i>	0	0	68	0
<b>Social and Emotional Health</b>	<b>Grade 7 %</b>	<b>Grade 9 %</b>	<b>Grade 11 %</b>	<b>NT* %</b>
<i>Social emotional distress</i>	37	36	37	35
<i>Experienced chronic sadness/hopelessness</i>	41	42	39	31
<i>Considered suicide</i>	31	22	14	19
<i>Optimism</i>	43	40	41	33
<i>Life satisfaction</i>	59	55	60	41

\*NT includes continuation, community day, and other alternative school types.



## Area 12 Agency on Aging

### Population Trends

Five counties have one third of the 60+ older adults. According to the 2023 Suburban County Population Estimates, PSA 12 is home to over 100,000 people. Older adults, aged 60+, represent on average over 39% of the total population in the 5 counties. The second chart below gives an estimate of the number of age 60+ in the PSA (*Planning & Service Area*) that are low-income. The poverty guidelines published by the US Department of Health & Human Services are used to determine eligibility for government programs.

### OLDER ADULTS AGE 60+

County	Total Population*	Population Age 60+**	% of County Age 60+
Alpine	1,141	454	39.8%
Amador	41,811	15,863	37.9%
Calaveras	46,565	18,557	39.8%
Mariposa	16,919	7,308	43.2%
Tuolumne	54,204	20,489	37.8%
<b>Total</b>	<b>160,640</b>	<b>62,671</b>	<b>39.0%</b>

### LOW-INCOME AGE 60+ (PSA 12)

County	Population Age 60+	Age 60+ Low-Income	% of 60+ Low-Income
Alpine	454	45	9.9%
Amador	15,863	1,595	10.1%
Calaveras	18,557	2,065	11.1%
Mariposa	7,308	590	8.1%
Tuolumne	20,489	2,125	10.4%

\*Suburban Stats 2023 County Population Estimates

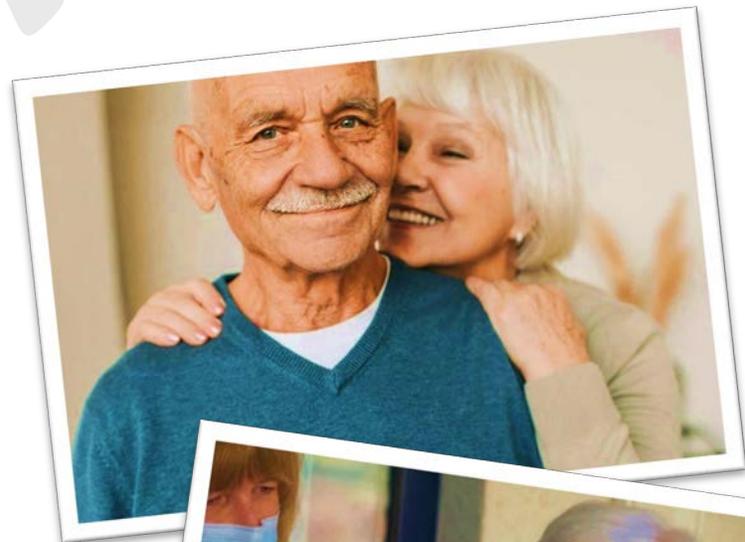
\*\*CA DOF 2024 Population Demographic Projections

### A12AA Survey Results:

- Amador, Calaveras, Mariposa, and Tuolumne counties reported that **75%** of their 60+ Adults use technology.
- 23%** of respondents in rural areas expressed feeling lonely/depressed, and **37%** persons with a disability feel left out, while **49%** feel isolated.
- 68%** stated their health is either good or excellent.
- In Amador and Tuolumne counties, **48%** of respondents rated their parks as fair regarding maintenance and needing improvements.
- Nearly **37%** of respondents reported they socialize 3 or more times in a week.
- 88%** of respondents reported they exercise at least 3-4 times a month, while **12%** do not exercise at all.

### Top Needs:

Home Repairs (**52%**), Paying Dental Care (**35.1%**), Household chores (**30.2%**), dealing with Depression (**30%**), and Obtaining info-services (**26.5%**).



# The Sutter Amador Hospital

## 2022 Community Health Needs Assessment

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.

Prioritized Health Needs	Percentage of Key Informants and Focus Groups Identifying Health Need	Percentage of Times Key Informants and Focus Groups Identified Health Need as a Top Priority	Percentage of Provider Survey Respondents that Identified Health Need as a Top Priority
Access to Quality Primary Care Health Services	100%	27%	78%
Access to Mental/Behavioral Health & Substance Use Services	100%	20%	67%
Access to Basic Needs Such as Housing, Jobs, and Food	100%	25%	44%
Access to Specialty and Extended Care	92%	5%	33%
Access to Functional Needs	100%	8%	~
Increased Community Connections	75%	4%	~
Active Living and Healthy Eating	33%	2%	11%
Injury and Disease Prevention and Management	17%	4%	~
Safe and Violence-Free Environment	17%	~	11%

### **\*ACCESS TO QUALITY PRIMARY CARE HEALTH SERVICES:**

*(Qualitative themes from key informants and focus groups)*

- Need for primary care providers for those with insurance, Medi-Cal, Medi-Care and the uninsured
- Long wait times for primary care
- Consider alternative approaches to care to account for rural nature of the county. Take the care to the people, implement house calls
- Directed and incentivized recruitment to bring more primary care providers to the county

### **\*ACCESS TO MENTAL/BEHAVIORAL/SUBSTANCE ABUSE SERVICES:**

*(Qualitative themes from key informants and focus groups)*

- Not enough mental health and behavioral health providers in the county
- Need a psychiatrist that is located in Amador County
- Most mental health care is occurring via telehealth, need more in person provider visits
- Many community members experiencing homelessness in the county struggle with severe mental illness and substance use

### **\*ACCESS TO BASIC NEEDS SUCH AS HOUSING, JOBS, AND FOOD:**

*(Qualitative themes from key informants and focus groups)*

- Lack of access to needed technology and technology literacy
- There are limited shelter beds in the community
- Housing costs in the area have drastically increased
- Rent is increasing for many seniors in the area on a fixed income, pushing them out of the county
- Food deliveries to those in need that cannot come to food distribution locations

## The Adventist Health (Sonora) 2025 Community Health Needs Assessment

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:

Secondary Data	Focus Groups	Key Informant
Access to Care	Access to Care	Access to Care
Mental Health	Mental Health	Mental Health
Housing	Housing	Housing
Financial Stability	Financial Stability	Financial Stability
Health Conditions	Health Conditions	Health Conditions

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

The top 5 issues 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 ISSUES WITHIN THE COMMUNITY:**

*(Qualitative themes from key informants and focus groups)*

- High cost of living
- Lack of affordable housing
- High risk for natural disasters (*fire, floods, earthquakes*)
- Can't get medical care
- Lack of safe roads, sidewalks, bike lanes

### **\*PRIORITY HEALTH ISSUES:**

*(Qualitative themes from key informants and focus groups)*

- Aging problems (*e.g. arthritis, hearing/vision loss, dementia, etc.*)
- Being overweight
- Mental Health problems (*e.g. extreme sadness, fear, worry, anger, or stress*)
- High blood pressure
- Vision/hearing problems

### **\*PRIORITY MEDICAL CARE ISSUES:**

*(Qualitative themes from key informants and focus groups)*

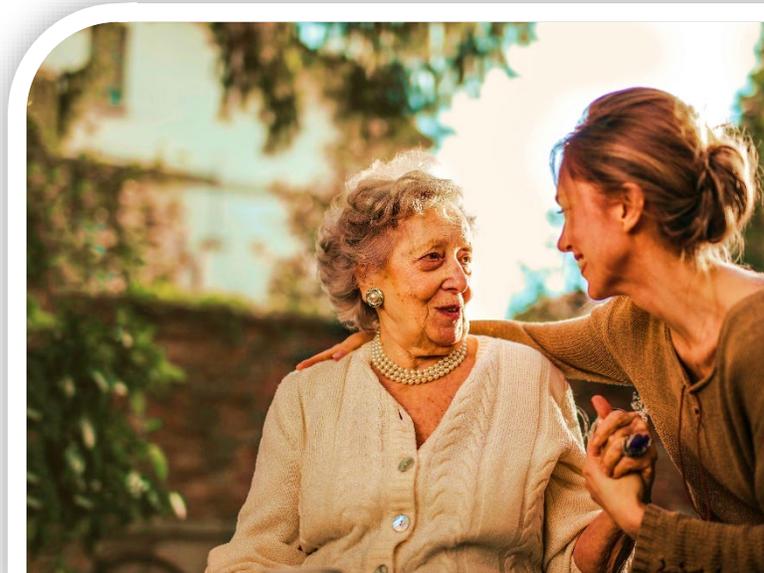
- Poor quality of doctors/nurse
- It costs too much
- I do not have a primary care doctor
- Specialist not covered by insurance
- Location of medical care

### **\*PRIORITY RESOURCES THE COMMUNITY NEEDS**

#### **MORE OF:**

*(Qualitative themes from key informants and focus groups)*

- Healthcare and Prescription costs
- Housing options
- Utilities/Internet
- Childcare or Senior care
- Parks, recreation, and outdoor activities

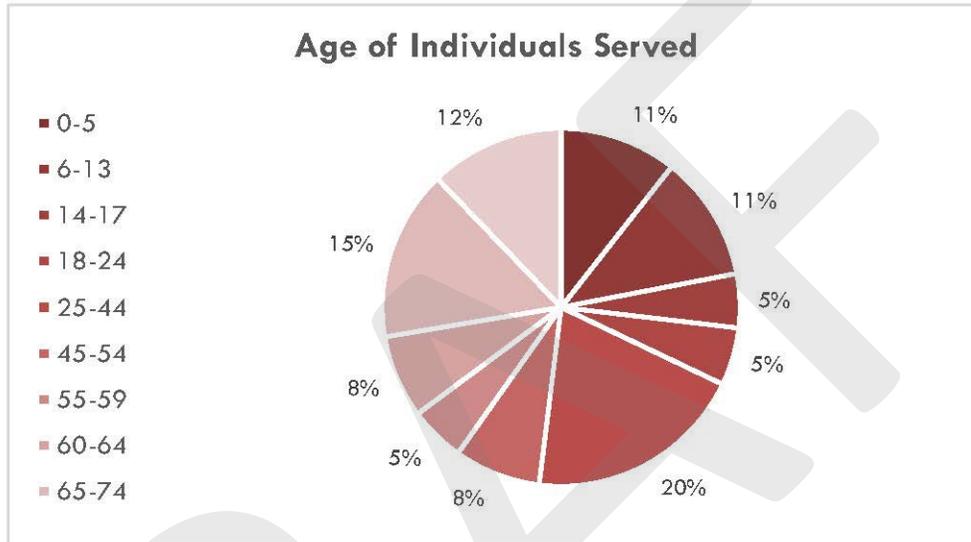


PHASE TWO:

## 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 2024, ATCAA served a total of **6,855** individuals. Of that, demographics were collected on **4,859** individuals, while **2,132** households were reported.



In 2023, Amador and Tuolumne Counties' foreign-born population was approximately **16%** combined. Since 2015, the foreign-born demographics went up **3.9%**.

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.

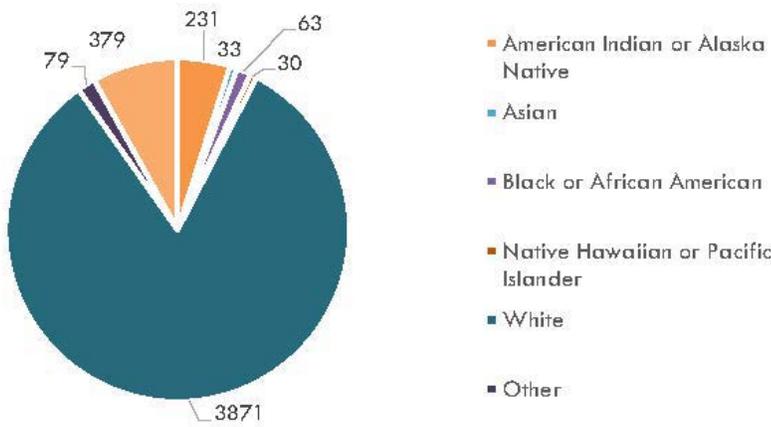
Net migration refers to the arrival of people (*foreign- or native-born*) to California. The rate of net migration is projected to steadily grow from approximately 1.8 net migrants per 1,000 population per year in 2015 (*70,000 net migrants*) to 4 per 1,000 by 2060 (*215,000 net migrants*).

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 of approximately **11.1%** combined.

It is worth noting that the percentage of ATCAA's clients, served in 2024, 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. The current rate of Hispanic/Latino's served is **20.1%** from both counties.

### Race of Individuals Served



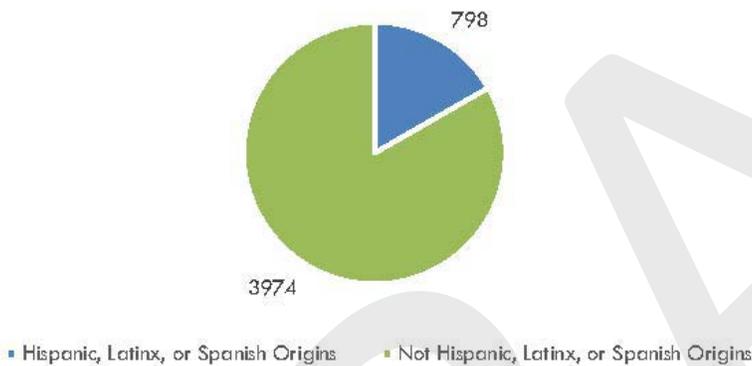
The vast majority of Amador and Tuolumne County residents identify as White alone, although there has been a slight decrease since 2010 in Amador and slight increase in Tuolumne. Compared to the rest of California, ATCAA’s Hispanic/Latino client population is significantly smaller, and its White population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

Homelessness and unemployment are an issue that is dealt with across various parts of the country and affect our communities on a national, regional, and local level. Unemployment is a prominent factor in the persistence of homelessness. As bad as it is for homeless people who have jobs and can't escape homelessness, climbing out of homelessness is virtually impossible for those without a job. For those with limited skills or experience, opportunities for jobs that pay a living wage are very limited.

✓ Client data indicates that **89.3%** of ATCAA’s clients served in 2024 fell below 200% the federal poverty line.

According to the National Alliance to End Homelessness, California is one of the states with the highest concentration of people experiencing homelessness. In 2019 alone, California had 151,278 people experiencing homelessness, a rate of **38.2 (homeless per 10,000 people in the general population)**.

### Individuals Served - Hispanic, Latinx, or Spanish Origins



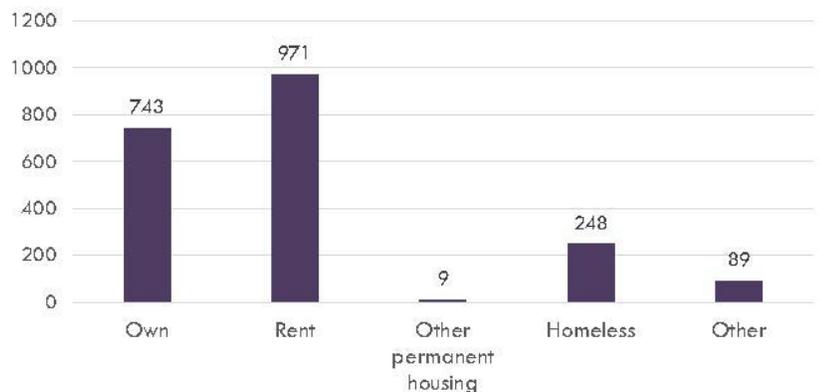
✓ Our CoC area, in 2024, had a homelessness rate of **1,368** persons from all counties combined (*Amador, Tuolumne, Calaveras, and Mariposa*).

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.

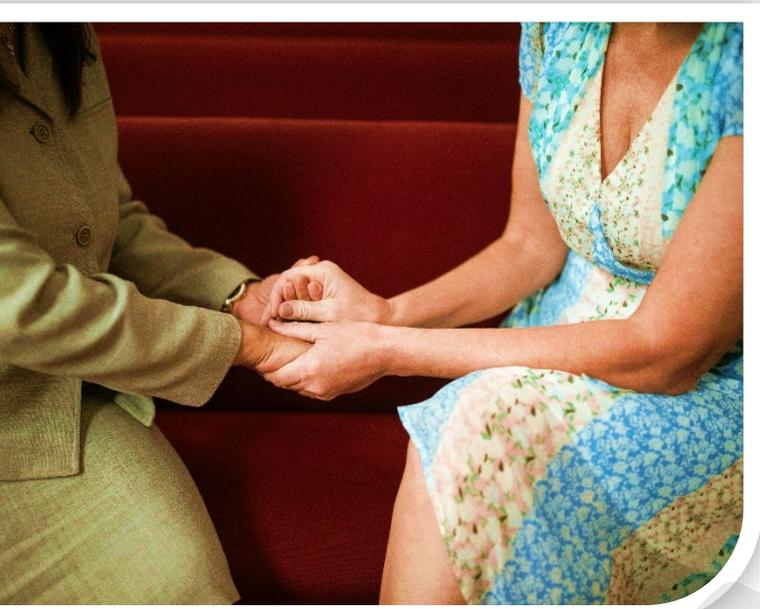
✓ In 2024, **24.8%** of ATCAA clients reported having a disabling condition.

Homelessness is exacerbated by the lack of affordable housing. California has the 2<sup>nd</sup> highest, “housing wage”, in the U.S. A worker earning minimum wage in California would have to work nearly 118 hours per week to afford a modest two-bedroom rental home, according to the National Low-Income Housing Coalition (2023).

### Housing Conditions of Individuals Served



# 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 customers and partner agencies. ATCAA does this by incorporating a satisfaction question in our Needs Surveys.

## Client Needs Survey of 2024:

- ✚ 22% of those who completed the needs survey were new clients
- ✚ 38% of new clients indicated they learned of ATCAA from a friend or family member
- ✚ 19% were referred by community partners
- ✚ 99% of clients reported being satisfied with ATCAA services
- ✚ 59% indicated they had utilized Energy/Weatherization assistance in the past
- ✚ 26% indicated they had utilized Food Bank services

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

- ✚ 89% of parents stated that they are very satisfied (11% Satisfied, 0% Not Satisfied) with the Head Start and Early Head Start programs.

### Comments received from parents:

- ✚ This Program goes above and beyond for our Family's needs, I love it!!
- ✚ I love this program and the opportunities it affords my child!
- ✚ My daughter has become a lot more organized a lot more patient and it's just flourishing overall so nicely thank you to all the staff.
- ✚ I am so so thankful for head start and the staff- they are such a big part of my support system - they are truly amazing
- ✚ This program has been such an amazing experience for not only my child, but for myself and the community that it has created. I have got to witness my child thrive and be excited to attend class and see his teachers and friends everyday.
- ✚ I suffer from horrible anxiety and our center is one of two places I go, outside of my home. It took 3 years to get out but my child is the reason and our center made it possible. I participate in everything I can and assist when I can, because our center makes me want to be a better person. I am better person because of our center and I am better person for my son.
- ✚ The staff here have been extremely helpful and patient with my child they are amazing people who are always willing to help in any way possible.

### Partner Agencies:

ATCAA surveyed 35 partner agencies (with only 13 respondents) seeking feedback on their relationship with ATCAA. Of the respondents, 69.2% stated they had been working with ATCAA for eight or more years and 50% stated that their partnership with ATCAA had agreed upon goals, measurable outcomes, and processes for accountability.

- ✚ 53.8% were satisfied with the overall partnership between their organization and ATCAA
- ✚ 92.3% agreed or strongly agreed that ATCAA services offered seem to benefit the community and increase participants' knowledge of city resources.

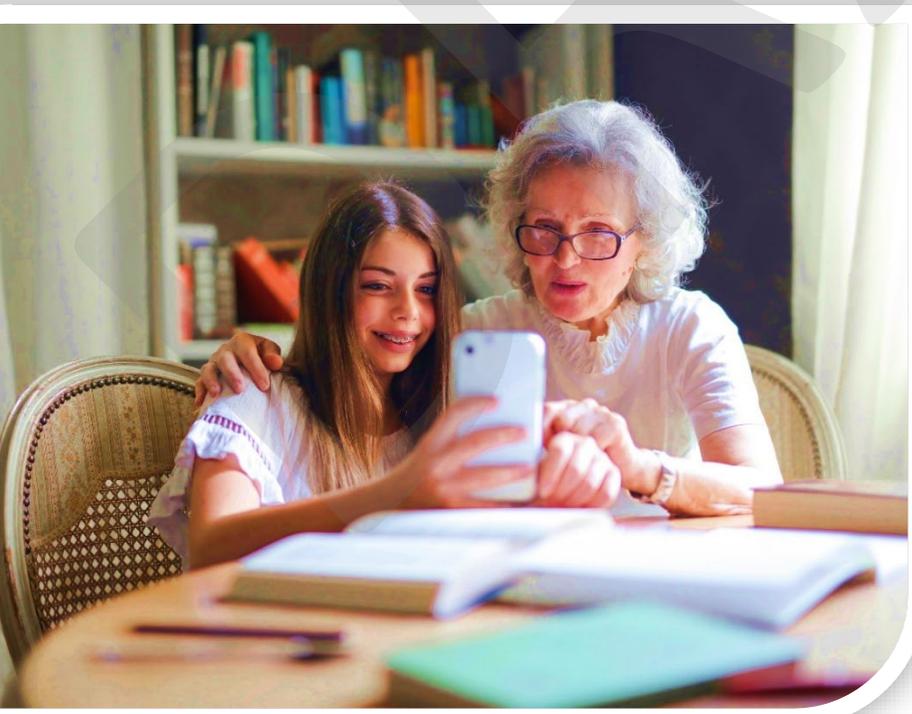
## Comments received from partners:

- 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 is 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 2024 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 2024, ATCAA received **4,843** phone calls and welcomed **2,510** clients. Subsequently, ATCAA filtered an additional **4,062** phone calls and **2,395** walk-ins from 2023. This is a **24%** increase in phone and walk-in inquiries since 2023.



# NEEDS SURVEYS

## CLIENT NEEDS SURVEY RESULTS

- ✚ ATCAA received **1,703** responses from the Client Needs Survey administered in 2020
- ✚ **432** responses came from Amador County
- ✚ **911** from Tuolumne County
- ✚ **360** from Calaveras County
- ✚ 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 in order to highest responses.

**\* PAYING OFF/REDUCING DEBT (42%)** ATCAA clients are increasingly concerned about their debt burden and interested in any assistance available. This is a **7%** increase since a survey was taken during the pandemic when many families have faced layoffs and work hour reduction and find themselves needing to utilize any savings they might have.

- 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.
- 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.

**\*FOOD ASSISTANCE (38%)** has been a constant concern for both Amador and Tuolumne clients. This concern is the fastest growing among respondents, having increased by **9%** since the 2020 survey.

- 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, the income limit for a family of 4 to receive SNAP is **\$62,400** in 2025, up **24%** from **\$50,200** in 2020. 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.

**\*UTILITY ASSISTANCE (37%)** 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. This is a **2%** increase in need from respondents in the 2020 survey.

- 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%)** is still an identified need but had a **1%** decrease from respondents since 2020 and is flat from our 2022 survey.

- 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.

**\*EMPLOYMENT & JOB SKILLS & COMPUTER SKILLS TRAINING (26%)**

- According to a recent study completed by Kapor Center, a nonprofit that focuses on equity and access in technology, and Computer Science for California, only **39%** of California high schools offer computer science

(CS) courses. The survey also showed that low-income schools in California were four times less likely and rural schools were significantly less likely to offer CS courses than urban schools.

**\*TRANSPORTATION (18%)** concerns are prevalent among ATCAA clients, up **4%** since our 2022 survey.

- Many low-income individuals and families lack reliable transportation or have limited access to public transportation.
- 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.

**\*AFFORDABLE HOUSING (17%)** remains a priority for ATCAA clients.

- 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.

	AMADOR - 432 RESPONSES	TUOLUMNE - 911 RESPONSES	CALAVERAS - 360 RESPONSES
Adult Ed	31% broadband 22% computer skills training 18% transportation	28% computer skills training 24% broadband 19% transportation	28% broadband 28% computer skills training 15% transportation
Child Ed	29% broadband 24% counseling services 20% proactive approaches to violence/bullying	28% broadband 25% counseling services 14% available school resources & proactive approaches to violence/bullying	27% counseling services 26% broadband 21% available school resources
Employment	24% job search assistance 21% job skills training 19% convenient transportation	26% job search assistance 25% job skills training 15% computer skills training	26% job search assistance 22% job skills training 17% computer skills training
Housing	33% utility assistance 21% affordable housing 18% rent/mortgage assistance	38% utility assistance 18% affordable housing 17% rent/mortgage assistance	38% utility assistance 21% housing repair programs 14% affordable housing
Health	32% affordable medical/dental/ vision 26% of available food resources 15% mental health resources	32% available food resources 29% affordable medical/dental/ vision 15% mental health resources	32% available food resources 28% affordable medical/dental/ vision 14% available health resources
Income	37% pay off/reduce dept 22% address credit issues 20% set up/maintain a budget	43% pay off/reduce debt 19% address credit issues 16% set up/maintain a budget	46% pay off/reduce debt 19% address credit issues 17% set up/maintain a budget
Overall Support	34% food assistance 12% emotional abuse services 12% life skills programs	40% food assistance 12% nutrition education 10% help applying for social security, ssdi	37% food assistance 13% nutrition education 9% help applying for social security, ssdi

## Partner Survey Results

ATCAA conducted an extensive survey in 2024 seeking feedback from 35 partner agencies regarding programs and resources that are working well in our community, and about the challenges they felt 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 13 out of 35 respondents, respondents marked multiple counties they represent: 8 were from Amador County, 7 were from Tuolumne County, 3 were from Calaveras County, and 4 as Other.

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

Partner Agency Survey Results
<p><b>Adult Education</b></p> <ul style="list-style-type: none"> <li>69.2% after school/childcare options</li> <li>61.5% broadband/internet access</li> <li>61.5% convenient public transportation</li> <li>38.5% affordable cost-of-education</li> <li>38.5% available evening/night/weekend courses</li> <li>15.4% computer skill training programs</li> </ul>
<p><b>Child Education</b></p> <ul style="list-style-type: none"> <li>53.8% proactive approaches to violence/bullying</li> <li>46.1% broadband/internet access to homes</li> <li>38.5% ability to offer smaller class sizes</li> <li>30.8% available counseling services</li> <li>23.1% available school resources (books, computers, etc.)</li> </ul>
<p><b>Employment</b></p> <ul style="list-style-type: none"> <li>72.8% after school/childcare options</li> <li>72.8% convenient public transportation</li> <li>54.5% programs to improve job skills</li> <li>36.4% job search assistance</li> <li>18.2% computer skill training programs</li> <li>18.2% writing a good resume</li> </ul>
<p><b>Income Use/Personal Budgeting</b></p> <ul style="list-style-type: none"> <li>81.8% programs on how to pay off or reduce debt</li> <li>72.7% programs on how to set up/maintain a budget</li> <li>54.5% programs on how to address credit issues</li> <li>54.5% general money management programs</li> <li>45.4% programs on how to set up savings/retirement account</li> </ul>
<p><b>Health/Mental Health</b></p> <ul style="list-style-type: none"> <li>53.8% mental health counseling services</li> <li>53.8% available health resources</li> <li>53.8% programs on how to budget for a healthy diet</li> <li>46.1% affordable medical/dental/vision insurance</li> <li>23.1% available food resources</li> </ul>
<p><b>Housing</b></p> <ul style="list-style-type: none"> <li>84.6% affordable housing</li> <li>69.2% rental/mortgage assistance programs</li> <li>61.5% utility assistance programs</li> <li>30.8% housing repair programs</li> <li>7.7% housing weatherization services</li> </ul>

# 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 2024, ATCAA distributed an Employee Engagement and Satisfaction Survey that resulted in a **48%** response rate.

The survey was divided into five categories:

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

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

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

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

**Category 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 Strong Agreement scores of **1.5** or higher, and “**RED**” for Neutral scores of **0.50** and lower. All other scores (*between .51 and 1.49*) reflect a general agreement with the survey question.

## EMPLOYEE DEMOGRAPHICS:

- How long have you worked for ATCAA?
  - 📊 **59.6%** up from **44%** in the last survey have less than or equal to 5 years
  - 📊 **15.8%** down from **37%** have 6-10 years tenure
  - 📊 **24.6%** up from **19%** have 11 or more years of service
- What is your employment status?
  - 📊 **84%** Full-Time
  - 📊 **12%** Part-Time
  - 📊 **4 %** Seasonal
- Job seniority or classification?
  - 📊 **46%** Project and Program Staff
  - 📊 **36%** Management/Coordinator
  - 📊 **11%** Administrative Staff
  - 📊 **7%** Executive/Director



**SURVEY RESULTS:**

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

RESPONSE RATING				
-2	-1	0	1	2
Strongly Agree with Statement	Agree with Statement	Neutral	Disagree with Statement	Strongly Disagree with Statement

**\*Note:** Responses to all but 1 question in this category were flat or down. Question 8 responses were more positive by 0.28 points. Responses to questions 1-4 declined by 0.17 to 0.24 points.

	Weighted Average
4. The agency encourages new ideas and innovation	0.86
5. The agency is always striving to change for the better	0.91
6. Our Board and staff actively advocate on behalf of the agency and those we serve	0.91
7. I see teams working together effectively across different departments	0.63
8. The agency possesses the tools, technology and resources it needs to produce community results	0.98
9. The agency is quick to apply resources to new ideas that will drive future success	0.61
10. Changes to the way we do things are well managed and help us to deliver better performance	<b>0.47</b>
11. As it plans for the future, the agency involves me and asks for my ideas	<b>0.33</b>

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

RESPONSE RATING				
-2	-1	0	1	2
Strongly Agree with Statement	Agree with Statement	Neutral	Disagree with Statement	Strongly Disagree with Statement

**\*Note:** Responses to all questions in this category were flat or improved since our last survey in 2021. Response to question 16 has improved by 0.27 points, all others are up between 0.06 and 0.17 points.

	Weighted Average
13. The leaders of this agency care about their employees' well-being	1.16
14. The leaders of our agency are accessible	1.14
15. I have a safe/productive and team-oriented workplace	1.28
16. My job provides me with a sense of meaning and purpose	<b>1.67</b>
17. I feel part of a team working towards a shared goal	1.35
18. I can see myself working at this organization one year from now	1.49
19. I am proud to work for our agency	<b>1.67</b>
20. I believe there is a spirit of cooperation within our agency	1.09
21. The people I work with take accountability and ownership for results	1.28
22. My supervisor treats me fairly and with respect	<b>1.58</b>
23. My coworkers treat me fairly and with respect	<b>1.54</b>
24. I receive appropriate recognition ( <i>beyond my pay</i> ) for my contributions and accomplishments	0.89
25. I am paid fairly for the contributions I make to agency success	<b>0.46</b>

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

RESPONSE RATING				
-2	-1	0	1	2
Strongly Agree with Statement	Agree with Statement	Neutral	Disagree with Statement	Strongly Disagree with Statement

**\*Note:** Responses to all questions in this category were improved. Responses to questions 27, 28, 33 & 36 were all up between 0.25 and 0.51 points from our last survey.

	Weighted Average
27. I have a clear understanding of my job role	1.51
28. I have the tools I need to do my job	1.51
29. I am encouraged and have access to the training I need to improve my work	1.11
30. My supervisor is available and provides coaching to develop my skills	1.23
31. Our agency mission/vision (what we are trying to accomplish) is well understood by staff at every level	1.21
32. I have a good understanding of the organization's goals and objectives	1.47
33. I understand how my role contributes to achieving agency outcomes	1.65
34. My supervisor is open to hearing my opinion or feedback	1.44
35. There is good communication between the different departments	0.61
36. I utilize the agency website and social media pages to access information and resources about the agency	0.91

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

RESPONSE RATING				
-2	-1	0	1	2
Strongly Agree with Statement	Agree with Statement	Neutral	Disagree with Statement	Strongly Disagree with Statement

\*Note: Responses to all questions in this category were improved. Responses to questions 38, 40, 41, 42, and 44 were improved by 0.23 to 0.33 points since the least survey.

	Weighted Average
38. Our agency stays in touch and listens to our customers	1.23
39. We annually evaluate customer satisfaction about our program's services	0.96
40. Our agency regularly measures, tracks, and reports our results and impacts to our staff, Board, and the community	1.23
41. Our agency engages and involves the community and stakeholders in planning our future	0.93
42. Our customers are highly satisfied with our services and the work we do	1.25
43. Our agency obeys laws and regulations and has high ethical standards	1.60
44. Our agency makes a substantial difference in our community	1.81



# BOARD MEMBER SELF-ASSESSMENT

ATCAA performed a Board Member Self-Assessment in 2024. 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 Strong Agreement scores of **1.5** or higher, and “**RED**” for Neutral scores of **0.50** and lower. All other scores (*between .51 and 1.49*) reflect a general agreement with the survey question.



**SURVEY RESULTS:**

**Category 1: Vision and Mission (questions 1-5)**

RESPONSE RATING				
-2	-1	0	1	2
Strongly Agree with Statement	Agree with Statement	Neutral	Disagree with Statement	Strongly Disagree with Statement
				Weighted Average
1. The organization has clearly stated vision and mission statements				1.38
2. The organization's vision and mission have specific goals				1.25
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 decisions fit within the organization's mission				0.88
8. The agency possesses the tools, technology and resources it needs to produce community results				0.63

**Category 2: Strategic Planning and Policy Decisions (questions 9-13)**

RESPONSE RATING				
-2	-1	0	1	2
Strongly Agree with Statement	Agree with Statement	Neutral	Disagree with Statement	Strongly Disagree with Statement
				Weighted Average
9. The board engages in a strategic planning process that lays out the organization's goals over the next two to three years				0.38
10. The board demonstrates a strong ability to promote improvement and manage change in the organization				0.38
11. The board takes primary responsibility for establishing and regularly reviewing the organization's policies and procedures				0.75
12. The board operates using clearly written policies and by-laws that enhance the governing body				0.88
13. The board has and follows the conflict-of-interest policy when making official program and policy decisions for the organization				0.88

**Category 3: Executive Leadership (questions 17-21)**

RESPONSE RATING				
-2	-1	0	1	2
Strongly Agree with Statement	Agree with Statement	Neutral	Disagree with Statement	Strongly Disagree with Statement
				Weighted Average
17. The executive director demonstrates the ability to maintain a positive, constructive relationship with the board that maximizes organizational performance				0.63
18. The executive director ensures the board has access to relevant information and data to facilitate informed decision-making regarding the organization and its programs, activities, and services				0.75
19. The executive director and board chair are viewed as working cooperatively as a team				0.75
20. The executive director ensures that the organization has clearly defined and implemented board approved policies and procedures that are used for oversight of operations				0.75
21. 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				0.75

**Category 4: Ensuring Adequate Financial Resources (questions 25-28)**

RESPONSE RATING				
-2	-1	0	1	2
Strongly Agree with Statement	Agree with Statement	Neutral	Disagree with Statement	Strongly Disagree with Statement
				Weighted Average
25. Board members are clear about expectations for their personal fundraising responsibilities ( <i>i.e. individual giving, volunteering at fundraising events, etc.</i> )				<b>-0.38</b>
26. The board works to diversify and maximize sustainable revenue sources beyond CSBG funding to ensure the health of the organization				<b>0.25</b>
27. The board supports efforts to seek public and private funding to implement new programs and services to address the identified needs of the community				<b>0.13</b>
28. A clearly written fund development plan is in place with specific implementation strategies and goals				<b>-0.38</b>

**Category 5: External Relations and Community Involvement (questions 32-38)**

RESPONSE RATING				
-2	-1	0	1	2
Strongly Agree with Statement	Agree with Statement	Neutral	Disagree with Statement	Strongly Disagree with Statement
				Weighted Average
32. The organization collaborates with other agencies and groups that provide assistance to low-income families in the community				1.00
33. The board and staff engage community members to strengthen the organizations' advocacy efforts				0.88
34. The organization can readily mobilize a network of community allies and advocates who can be influential at neighborhood, city, town, and state levels				0.75
35. The board actively promotes the organization and its activities to enhance its reputation in the community				0.63
36. The board and organization invite policymakers and elected officials to agency events, such as the annual meeting				<b>0.25</b>
37. The organization has an effective public relations and communication plan in place— keeping the community informed about the organization's activities and accomplishments				<b>0.50</b>
38. Community members and other partners that are not on the board have opportunities to serve on the board committees				0.75

**Category 6: Providing Effective Fiscal Oversight and Management (questions 42-46)**

RESPONSE RATING				
-2	-1	0	1	2
Strongly Agree with Statement	Agree with Statement	Neutral	Disagree with Statement	Strongly Disagree with Statement

	Weighted Average
42. The organization's annual budget is fully discussed and understood by board members prior to its approval	1.13
43. The fiscal status of the organization is regularly reviewed and necessary board action is taken in a timely manner	1.38
44. Organizational funding needs are reviewed annually, and priorities are established	0.75
45. The Chief Financial Officer provides relevant financial statements and documents to the board at least one week before every board meeting for review by the board members	0.75
46. The organization's audit report is reviewed by the full board and necessary actions are taken in a timely manner	1.00

### Category 7: Assessing Program Performance (*questions 50-56*)

RESPONSE RATING				
-2	-1	0	1	2
Strongly Agree with Statement	Agree with Statement	Neutral	Disagree with Statement	Strongly Disagree with Statement
				Weighted Average
50. Data is used to inform decisions regarding implementation of programs and services targeted to reduce inequality in outcomes for low-income children and families				0.63
51. The organization staff demonstrates the ability to work effectively with the diverse populations				1.25
52. The board uses the results of activity performance reviews to update the strategic plan				0.75
53. The board annually engages in a thorough review of performance of the organization's programs and services				0.63
54. The board uses evaluation and activity performance review information to guide decisions about program modification and/or new programs				0.63
55. The board evaluates program performance against the organization's mission on a regular basis				<b>0.50</b>
56. Written organizational procedures are in place to ensure equitable access to program services and facilities				1.13

### Category 8: Board and Organizational Staff Roles (*questions 60-62*)

RESPONSE RATING				
-2	-1	0	1	2
Strongly Agree with Statement	Agree with Statement	Neutral	Disagree with Statement	Strongly Disagree with Statement
				Weighted Average
60. Line of responsibility for board and organizational staff are clearly defined and differentiated				0.75
61. The board delegates to the executive director sufficient authority to lead the staff and carry out the organization's mission				0.63
62. Board and staff have a shared understanding of the organization's strategic goals and work cooperatively to achieve those goals				<b>0.50</b>

### Category 9: Board Structure and Operations (*questions 66-78*)

RESPONSE RATING				
-2	-1	0	1	2
Strongly Agree with Statement	Agree with Statement	Neutral	Disagree with Statement	Strongly Disagree with Statement

	Weighted Average
66. The roles, responsibilities, and expectations of board members are clearly understood	<b>0.38</b>
67. The board size is adequate	1.13
68. The areas of expertise, skills, and other factors needed to be an effective board of the organization are adequately represented among current board members	1.25
69. Board members are actively recruiting based on the organization's needs	0.63
70. Board members are provided a comprehensive orientation that includes the history of community action, community action promise, code of ethics, and the organization's mission, vision, by-laws, policies, programs, roles, and responsibilities as Board Member	<b>0.38</b>
71. The board has a written succession plan in place for board leadership to provide guidance when there is an anticipated or unanticipated change	<b>0.25</b>
72. The board thoroughly examines the pros and cons of all major issues before decisions are finalized	0.75
73. The board's committee structure is effective, the number of committees are appropriate, and their objectives are well-defined	0.88
74. Each board member serves on at least one board committee	<b>-0.14</b>
75. The organization's conflict-of-interest policy is clear and all board members adhere to it	1.00
76. The format of the board meetings is the right balance of information sharing and strategic thinking about major issues and concerns	<b>0.25</b>
77. The board's meeting schedule has the right number and length of meetings	<b>0.38</b>
78. Board meetings are generally well-run and make good use of member's time	<b>0.13</b>

### Category 10: Individual Board Member Self-Reflection (*questions 82-99*)

RESPONSE RATING				
-2	-1	0	1	2
Strongly Agree with Statement	Agree with Statement	Neutral	Disagree with Statement	Strongly Disagree with Statement
<b>ANSWER THESE QUESTIONS BASED ON YOUR <u>PERSONAL</u> PERFORMANCE ON THE BOARD</b>				Weighted Average
82. I get excited about the mission of the organization and support where we are headed in two to three years				1.00
83. I look for news and trends that impact our organization				<b>1.50</b>
84. I am knowledgeable about, and can describe the organization's program and services				1.43
85. I have clear understanding of my role and responsibilities as a Community Action board member				0.88
86. I thoughtfully prepare for board and committee meetings				1.38
87. I actively participate in board meetings and feel very engaged in the governing board				1.00
88. I actively participate on at least one board committee				<b>0.38</b>
89. I actively participate in board and committee work				0.63
90. I recommend people for the board and committees				0.75
91. I respect the other members of the board and have a strong working relationship with them				1.38
92. I actively participate in the development of the organization's strategic plan				<b>0.25</b>
93. I actively participate in the annual review of the organization's executive director				0.63
94. I am knowledgeable enough about the organization's budget to make informed funding decisions about the organization, the programs, and services it offers				1.00
95. I make an annual financial gift to the organization				<b>-0.13</b>
96. I share information about the mission and programs of the organization with people in the community				<b>1.50</b>
97. I actively participate in at least one organization activity or event a year				1.13
98. I am an advocate for Community Action in my community				<b>1.63</b>
99. I believe that being a member of this board is meaningful and a productive commitment of my time				<b>1.88</b>

## FOCUS GROUPS

### HEAD START/EARLY HEAD START

In May 2025, a single question was asked of ATCAA Head Start/Early Head Start Policy Council parents in Amador and Tuolumne Counties “What do you think is the greatest need for low-income families?”

From the community parents, the top needs identified include:

- ✚ Affordable housing – homelessness
- ✚ Accessible and affordable transportation
- ✚ Affordable childcare and childcare activities
- ✚ Free youth activities including after school programs

Other needs identified were:

- ✚ Affordable food and nutritional concerns
- ✚ Mental health, distress from long work hours

Amador County and Tuolumne County parents’ greatest concerns were centered around: ***Housing, Transportation, Childcare, Food, Mental Health, and Income/Debt.***



# TOP NEEDS IDENTIFIED IN THE ATCAA NEEDS ASSESSMENT

- ✦ **Available Housing:** Communities lack affordable housing.
- ✦ **Affordable Housing:** Individuals and Families cannot afford available housing.
- ✦ **Transportation:** Families lack reliable means of transportation.
- ✦ **Debt Relief:** Families cannot relieve financial debts.
- ✦ **Affordable Childcare:** Individuals cannot afford available childcare.
- ✦ **Available Childcare:** There is a lack of extended hour infant/childcare in the community.
- ✦ **Utility Assistance:** Individuals cannot afford the high cost of utilities.
- ✦ **Food:** Individuals and Families cannot afford healthy food.
- ✦ **Broadband:** The Community lacks access to broadband internet services.
- ✦ **Mental Health:** There is a lack of Mental Health services in the community.

ATCAA Client Survey	Partner Survey	Focus Groups	Total of Surveys Showing Need
<i>1703</i> Surveys	<i>13</i> Surveys	7 parent participants	Total Surveys: <i>1723</i>
Available/Affordable Housing	Available/Affordable Housing	Available/Affordable Housing	3
Transportation	Transportation	Transportation	3
Money Management/ Debt Relief	Money Management/ Debt Relief	Money Management/ Debt Relief	3
	Childcare	Childcare	2
Utility Assistance		Utility Assistance	2
Food		Food	2
Broadband	Broadband		2
	Mental Health	Mental Health	2
	Reduce Violence/ Bulling in School		1
Job Skills/Vocational Training			1
			1
Affordable Medical/Dental			1



## 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](http://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
- ✚ **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>  
[2020-21\\_amador\\_resource\\_directory.pdf](2020-21_amador_resource_directory.pdf) (trcac.org)

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<p>"US Data." PRB,</p> <p><a href="#"><u>prb</u></a></p>	<p>"What Is Considered Low Income?" NerdWallet,</p> <p><a href="#"><u>nerdwallet</u></a></p>	<p>"Healthy Kids." Healthy Kids,</p> <p><a href="#"><u>sumel k12</u></a></p>		

