



Caminar

Impact Report 2025

KINDNESS

HOPE

HEALTH

IMPACT

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LETTER FROM OUR CEO Mark Cloutier

Dear Friend,

Because of your support and commitment, and the contributions of the community, Caminar has never deviated from our dedication to providing high-quality, evidence-based treatment for mental health, substance use, and wrap-around care. With you, we deliver **kindness, hope, health, and impact. Thank you!**

While we remain steadfast in our mission, we must also constantly evolve with changes at the county, state, and federal levels. Such was the theme of fiscal year 2024-2025.

As part of California's Medi-Cal program reforms, changes to payment methods and rates were implemented statewide which negatively impacted counties and service providers, including Caminar. However, as a team, we worked tirelessly to ensure continued delivery of excellent care to our clients while protecting the organization's financial health and long-term sustainability.

I am happy to report that **in fiscal year 2024-2025, Caminar succeeded in the new payment landscape, launched new programs and services, and increased the number of individuals served by 17%**. In a year when the sustainability of behavioral health services in California were tested, Caminar:

- **Opened Willow Mental Health Rehabilitation Center (MHRC)** in San Mateo County, a 16-bed locked setting offering therapeutic and/or rehabilitation services for clients experiencing significant mental health challenges
- **Extended Project Ninety's** San Mateo County substance use treatment program services to women after receiving DHCS certification
- **Co-located substance use treatment teams at shelters** in the Bay Area, reflecting our commitment to integrating evidence-based treatments into community settings

- **Increased support of individuals and families experiencing housing insecurity** or homelessness

- **Received the GHP News Vulnerable Persons Support Excellence Award, 2025**

- **Served over 48,000 individuals** with comprehensive, evidence-based, whole-person prevention, education, mental health, substance use, and wrap-around treatment and care

- **Positioned Caminar for service expansion in fiscal year 2025-2026**, including the opening of the Caminar Teen and Family Wellness Center - Palo Alto in December 2025 and the Concord Mobile Dignity Center in February 2026

We continue to stand firm in our dedication, guided by our mission to build strength and stability, and to help individuals and communities thrive. This will continue to define Caminar for the next 61 years and beyond, regardless of the inevitable challenges that will come.

Thank you for joining us in fulfilling Caminar's mission. Please reach out to me with any questions.

Gratefully,
Mark Cloutier, MPP, MPH
CEO, Caminar



LETTER FROM OUR BOARD CHAIR **JO-ANN BYRNE SOCKOLOV**

Dear Friends of Caminar,

Thank you for your support of Caminar! As Board Chair, I am pleased to share highlights of how our Board operates to support Caminar's mission.

Leading Through Transformation

Our field is being reshaped by powerful forces: economic volatility, shifting care models, political uncertainty, and rapid technological acceleration. Where others see disruption, we see an opening for innovation. We form collaborative partnerships, adapt to evolving needs, and design tailored solutions for each client. **We resolve to build a better future for our clients.**

Dignity as Quality Care

As a Board, we approach our work with a commitment to dignity and respect. Beyond being values, they are central to quality care and enable us to:

- Destigmatize mental health and substance use challenges
- Ensure access to support
- Normalize behavioral health care as a fundamental human right

Organizational Health and Vitality

To us, organizational health means aligning stakeholders through transparent communication, adapting to industry trends, and executing with a culture of continuous improvement. Making strategic changes from a position of strength ensures our long-term financial and operational performance. Our Board focuses on four pillars of institutional health:

- Financial Stability: Optimizing resources to deliver increasingly greater value
- Proactive Adaptation: Predicting industry shifts to stay ahead of the curve
- Operational Excellence: Continuously renewing our approaches to uphold fidelity
- Empowerment: Providing robust training and growth paths for our dedicated employees

Ethical Stewardship and Governance

We ensure that every resource—from a donor's dollar to a staff member's hour—ethically maximizes impact. With expertise in finance, clinical research, healthcare, nonprofit management, IT, law, and marketing, we deliver rigorous governance and foster partnerships that ensure Caminar remains a trusted and enduring community behavioral healthcare asset. We strengthen governance practices through:

- Intentionally diversifying to improve effectiveness, decision-making, and representation
- Focusing on technology and data-driven oversight
- Integrating risk management directly into strategic planning
- Ensuring comprehensive internal controls over financial reporting
- Convening issue-specific workgroups for specific, complex, or rapidly changing issues

Our Collective Power for Change

We are honored to stand alongside our partners, who entrust us with the vital mission of supporting our neighbors. To our donors and funders: Your investment is the fuel for Caminar's vision. Thank you. To our staff, clients, and community: Thank you for believing in Caminar's mission and joining us on this journey of health and well-being. Together, we can change lives.

Warmly,
Jo-Ann Byrne Sockolov
Caminar Board Chair



FISCAL YEAR 2024-2025

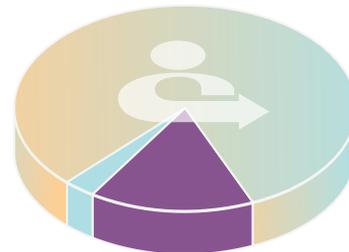
SUPPORT AND REVENUE

	Public Funding	\$41,972,763
	Program Fees and Contracts	\$2,518,225
	Social Venture Income	\$1,605,470
	Contributions and Grants	\$2,256,164
	Investments and Other Income	\$317,065
	In-Kind Contributions	\$443,960
	Total Support and Revenue	\$49,113,647



EXPENSES

	Program Services	\$41,345,926
	Management and General	\$7,921,344
	Fund Development and Marketing	\$1,428,810
	Total Expenses	\$50,696,080



Fiscal year 2024-2025 expenses were above revenue by \$1,582,433. This was due to changes in payment methods for our services and an investment in information system capacity, which positions us for future growth. For additional details, see our audited fiscal year 2024-2025 financial statement.



Our Call to Action

ADULT MENTAL HEALTH

- In 2024, approximately 23.4% of U.S. adults experienced mental illness, representing about 61.5 million people [NAMI](#)
- According to 2024 data, about 12.1% of adults reported regular feelings of worry, nervousness, or anxiety [CDC](#), while 4.8% reported regular feelings of depression [CDC](#)
- Only 52.1% of U.S. adults with mental illness received treatment in 2024 [NAMI](#)

YOUTH MENTAL HEALTH

- Nearly 1 in 5 (18%) youth ages 12 to 17 have had at least one major depressive episode in the past year, representing about 4.5 million adolescents, according to 2023 federal survey data [SAMHSA](#)
- 40% of high school students experienced persistent feelings of sadness or hopelessness in 2023, which is a slight improvement from 42% in 2021 [SAMHSA](#), though still significantly higher than the 30% reported in 2013
- Among adolescents who experienced a major depressive episode in the past year, 40% still did not receive mental health care [NAMI](#)

SUBSTANCE USE CONDITIONS

- 48.4 million Americans aged 12 and older (approximately 1 in 6 people) met the criteria for a substance use condition in 2024 [SAMHSA](#)
- Of those with substance use conditions, 27.9 million had an alcohol use condition and 28.2 million had a drug use condition [SAMHSA](#)
- Of the 52.6 million individuals who needed substance use treatment in 2024, only 10.2 million (about 19%) actually received treatment [National Association of Counties](#)

LGBTQ+ MENTAL HEALTH

- 65% of U.S. LGBTQ+ high school students experienced persistent feelings of sadness or hopelessness in 2023 [Mental Health America](#)
- 41% of U.S. LGBTQ+ high school students had serious thoughts of suicide in 2023 [Mental Health America](#)
- 50.2% of lesbian, gay, or bisexual adults experienced mental illness, which is more than double the general population rate, based on 2025 data [SAMHSA](#)

CO-OCCURRING MENTAL HEALTH AND SUBSTANCE USE CONDITIONS

- In 2024, 21.2 million adults suffered from both a mental health and a substance use condition [SAMHSA](#)
- Among the 21.2 million adults with co-occurring mental illness and substance use disorder in 2024, 41.2% received neither substance use nor mental health treatment, and only 14.5% received treatment for both conditions [SAMHSA](#)

COST OF UNTREATED CONDITIONS

- Mental illness costs the U.S. economy \$282 billion annually, equivalent to about 1.7% of the country's aggregate consumption [NBER](#)
- The ripple effects of the adolescent behavioral health crisis are estimated at up to \$185 billion in lifetime medical costs and \$3 trillion in lifetime lost productivity and wages ([United Hospital Fund](#))

Thanks to our partners—including government funders, individual donors, foundations, corporations, community benefit partners, and the board of directors—Caminar has continued to address our communities' significant need for whole-person behavioral health care and treatment.

In 2025, we:

- **Optimized the fee-for-service model**, succeeded in the new payment landscape, and continued to expand client care
- **Fulfilled our mission** of evidence-based, whole-person care with our comprehensive range of offerings that differentiates Caminar from other behavioral health providers
- **Reached over 48,000 children, young adults, and adults** across seven Bay Area and Northern California counties with prevention and education services and clinical mental health and substance use treatment combined with supportive wrap-around services to address housing insecurity, income support, and job training:

623 young adults and adults received supportive services to build networks of support, resume their education, or reenter the workforce

1,712 adults moved forward in recovery from substance use through treatment and case management services

2,193 individuals accessed residential or outpatient mental health treatment (including psychiatry and/ or psychotherapy), case management, and essential wellness services

3,881 young adults and adults gained skills to understand the cycles of neglect, violence, and abuse; identify domestic violence, and prioritize their safety

4,409 local youth, families, and teachers accessed counseling, consultation, and support through programs connected to their schools

12,721 lesbian, gay, bisexual, transgender, queer, intersex, asexual, and more (LGBTQIA+) and ally youth and young adults thoughtfully engaged in mental health services, holistic wellness resources, and affirming social environments

23,096 lives were transformed by housing outreach work, stable housing, and wrap-around supportive services to keep them housed

Our Impact

OUR ADULT MENTAL HEALTH PRACTICE serves individuals experiencing mild to moderate mental health conditions. Services include individual therapy, psychiatry, case management, and medication services.



OUR SPECIALTY MENTAL HEALTH PRACTICE focuses on individuals, families, and youth with chronic and serious mental health conditions who have histories of unstable housing and frequent hospitalization and/or incarceration. Services include intensive case management and mental health treatment, psychiatry, medication management, and linkage with ancillary services such as substance use treatment and health care.



SCHOOL-BASED PROGRAMS deliver on-site support designed to improve students' social, emotional, and behavioral well-being at school and are an essential component in the education and prevention of behavioral health conditions.

FAMILIES AND SCHOOLS TOGETHER (FAST), our evidence-based and family-focused programs developed by Families and Schools Together, Inc, is offered in partnership with schools and community spaces serving high-risk, high-need students. FAST works with the whole family to increase self-esteem, improve students' academic performance, and strengthen family functioning. The Teen FAST Program is widely recognized for its effectiveness in engaging and empowering at-risk youth to make positive life choices and strengthening families.

FAST met or exceeded all target goals:

- Served 499 participants, including 321 youth and 178 adults
- Provided case management support for 29 of the program's most at-risk participants, which helped stabilize 98% of these participants
- 98% of youth reported increased participation in prosocial activities
- 98% of youth identified improved prosocial skills due to FAST participation
- 98% of youth and 98% of parents/guardians/ adult role models report service satisfaction

HEALING AND REDUCTION OF TRAUMA IN SCHOOLS (HARTS)

partners with schools and community spaces to identify students affected by trauma, educate students, families, and educators about trauma; and create more trauma-sensitive campuses. HARTS serves at-risk/high-risk youth and family members residing in our most fragile and marginalized areas where crime and low socioeconomic households are concentrated.

HARTS outcomes:

- 787 individuals participated in workshops
- 2,867 individuals received education and outreach support
- 98% or more of caretakers reported gaining useful information and reported a willingness to use the information one month after the workshop

Spotlight Stories



The Mack Family: Finding Stability and Renewed Hope

At one of the most difficult times in her life, Gregory Mack's mother felt hopeless and out of options. Despite trying multiple avenues for support, she faced the very real threat of homelessness for herself and her son, who lives with autism and is the most vulnerable

part of her situation.

When she reached out to Caminar's Resource Connect Solano (RCS), she found something different: compassion without judgment and honesty without false promises. She described it as someone saying, "I will stand with you in this and try to find a solution." That moment of support gave her hope.

Because RCS was willing to listen and take action, she and her son were spared homelessness. The impact has been life-changing for the Mack family, creating stability and a renewed sense of hope for their future.



Rosanna's Road to Home: "Awesome" Support from Resource Connect Solano

After over 30 years living unsheltered, Rosanna connected with Caminar's Resource Connect Solano (RCS) program and, now, her transition into housing has been going well.

Though the change was initially overwhelming, she expressed deep appreciation for the support she received from Dre, Caminar's RCS Program Manager, who she called "awesome", and the Fairfield Homeless Intervention Team (H.I.T.).

Now residing in a Permanent Supported Housing Unit, Rosanna feels supported by both the community and her case managers. One of her biggest concerns was keeping her service dogs with her, and she's grateful that her new housing made that possible.

Rosanna emphasized how impactful Dre's support was, stating "Dre went to bat and got me in." She also expressed thanks to the entire RCS team, administrative staff, and the security guard.



Reflecting on her journey, Rosanna added, "You guys deserve to be recognized. I probably would've died on the street without your help."

Max's Employment Path: Learning How to Sell Himself

Max moved from Florida to California, where he had no family or community at the time. He was let go from his job and began to face homelessness as well as mental health struggles from these stressors. He began to receive behavioral health services after being hospitalized, and in one of his appointments, he was referred to the Caminar Jobs Plus Program in San Francisco.



Max states that the team significantly helped him, especially with his resume; he believes the support he received helped him secure a job.

"I was good at interviewing, but I did not know how to sell myself. The Caminar Jobs Plus team was instrumental in helping me."

Max is currently a paralegal and has been in this role for about a year. Max hopes to continue his education and perhaps take the bar exam to further his work in the legal field. In his free time, Max likes to rock climb at the gym and boulder, and enjoys photography.



Staff Leadership Spotlight:
Dr. Audrey Klein, Chief Clinical Officer

“My role as a leader is to inspire and empower staff who are doing truly life-altering work.”



Staff Leadership Spotlight:
Drishti Verma, MA, Executive Director of Behavioral Health

“Since I started at FCS/ Caminar in 2012, I’ve been inspired and grateful for leadership that truly invests in employees, supports growth, and fosters opportunities for development. The autonomy, flexibility, and strong sense of camaraderie with my team keep me grounded and motivated, and make the work we do in substance use and mental health services deeply meaningful. The trust, dedication, and sense of community here are what keep me committed every day.”

Staff Spotlight: Brian Hinojosa, Program Manager

Brian has been employed by Caminar for five years. He started as a community and youth partner for FAST (Families and Schools Together). After a year, he was promoted to the FAST Program Manager.

Brian is truly a mentor and leader with the youth and families served. He is highly sought after by educators and school staff and is known and respected as a credible resource on school-based issues. His lived experiences offer culturally competent services to youth and families affected by societal and environmental inequities. He has connected more than 150 high school and marginalized students to higher education, vocational programs, or jobs. He has helped bring schools and families together, improving trauma-informed and culturally appropriate approaches with our most vulnerable students.



In April 2024, Brian was honored as an “unsung hero” by Mothers Against Murder during the Crime Victims’ Rights Week ceremony in San Jose. In January 2025, Brian completed his certification with the Department of Family and Children’s Services (DCFS) to become a court advocate. Recently, he was selected by DCFS to serve on a new Child Welfare Community Roundtable Advisory Group, where partners like him can provide recommendations to guide child welfare reform, leveraging his personal and professional experience and lived insights.

Brian’s positive energy always generates smiles and touches everyone he interacts with. He is truly a change agent in our organization and our community.



Antoinette’s Story: **Finding Jobs, Connection, and Personal Growth**

Antoinette is so happy with the help she has received from Caminar’s Jobs Plus program. She shares, “The team has helped with finding jobs, and has connected me to Goodwill, which has computer classes” and that, “Judy (her Caminar Job Coach) is fantastic!”

To complement her progress in the Jobs Plus program, Antoinette is attending San Francisco City College and is working on getting back to reading, comprehension, and critical thinking skills. Her hope is to travel soon and save for a cruise to Hawaii.

Spotlight Stories

April's Story: Full Circle

April grew up the youngest in her family, raised by a single father struggling with alcoholism. By her early twenties, she had become an active drug user, and addiction quickly consumed her life.

Child Protective Services removed her children twice in two years. By 2010, after years of strained relationships and harm to her loved ones, April became homeless. She had been staying with her father, but when her son returned from substance-use treatment, her dad kicked her out, afraid she'd be a bad influence. April ended up on the street, living in tents, using and selling drugs to survive.

Worried about his mother, unhoused and alone, her son eventually left his grandfather's home to join her. Together, they ran the streets and did whatever they could to get by.

After six years on the streets, April's situation worsened. In 2016, she took 13 charges for her then-boyfriend. Eight of the 13 charges were felonies, ranging from sales charges to possession to grand theft. With a warrant out for her arrest, she was eventually pulled over and jailed.

April had caused serious damage to her family over the years. But her only goal while in custody was to get out and return to the life she knew. She attended a STEP class while in custody, not for help, but for hope it might shorten her sentence. It didn't, as she had been sentenced to a "No Early Release Program" for a full year for one case, and her second sentence was for an additional 90 days where she could go into an early release program. April attended the Re-Entry Correction Program (RCP) while in custody and was released to RCP Phase II (RCP offers support to reduce recidivism).

August 17, 2017, when April was released, STEP was waiting at the jail doors. With nowhere to go, she entered transitional housing arranged by STEP. She owned nothing but jail-issued clothing and a \$20 check she couldn't cash without an ID, so STEP helped with donated clothing. Still, she wasn't planning to change.

A few months later, something shifted. Her ex-husband left their three children homeless, and as April slowly regained visitation, she began rebuilding trust that had long been broken. One cold, rainy day, while watching a woman who was unhoused riding her bike in the storm, she made a decision:

"I didn't want to be cold anymore. I didn't want to be angry anymore. And I didn't want to be homeless anymore."

From that moment, April changed everything. She changed her friends, her habits, her words, and

her thoughts. While she had tried since 2009 to get clean, this time it worked. STEP walked beside her the whole way.

April secured employment at Goodwill, completed the STEP classes, picked up additional work, and paid off her restitution in just 2.5 years. She enrolled in San José City College's Alcohol and Drug Studies program and worked to expunge her record.

Last May, April graduated from the program and was on the honor roll. In July, she passed the exam to become a Certified Alcohol and Drug Counselor (CACD).

Drug Counselor (CACD).

Today, eight and a half years clean and sober, April has rebuilt trusting relationships with her father, four of her five children, and three grandchildren. She is also a homeowner and works tirelessly as a counselor for the same STEP program that helped her rebuild her life. She calls it her full-circle moment:

"I owe STEP my life. Had I not gotten the help I needed, I'd still be in the tents, on the streets. Everything in my life has changed."

April is a powerful example of what recovery looks like when someone has support, dignity, and a program like STEP that never gives up on its clients.



Eun: Hopeful, Excited, Happy, and Deeply Grateful

Out of jail for only a few hours, Eun was in the middle of her STEP intake process when she agreed to share her story. She said she hoped that by telling her story, maybe someone walking a similar path might see that change is possible.

Eun's struggles began early. She started using drugs at just 13 years old. Her childhood was marked by her parents' divorce, ongoing custody battles, and two single parents who were always busy. Eun found family among her friends and became the "party girl." The problem was that the party never stopped.

In her early twenties, Eun's mother passed away. Her grief was overwhelming, and her addiction spiraled as she tried to avoid the pain. Her father was largely absent, and the combination of grief, addiction, and an inattentive parent pushed her into a cycle she struggled to break.

In the years that followed, Eun was incarcerated multiple times and cycled through three different programs. She briefly joined a support group but left before she could truly settle into recovery. She started committing crimes, was repeatedly arrested and then bailed out, but never had the accountability or the support she needed to make a real change.

This time, though, feels different. Walking out of jail, Eun felt gratitude and hope. Much of that was a result of seeing April. April, a STEP team member and Certified Drug and Alcohol Counselor, picked Eun up at the jail.

Eun and April met back in 2016, when they served time together. Eun remembered who April used to be when she was incarcerated, and now she saw who April had become - a steady, grounded, and sober professional who has dedicated her new life to helping others who are in the situation she once found herself. April's transformation showed Eun that change is possible.



Eun shares that maybe one day she could follow a similar path as April, helping other women who have walked the same hard road of addiction and incarceration. Right now, though, she is hopeful, excited, happy, and deeply grateful to be out of custody and on a new path.

CAMINAR'S SUPPORTIVE TRANSITIONAL EMPOWERMENT PROGRAM - STEP

Our counselors focus on bringing services and support to individuals experiencing substance use issues in justice-involved settings in Santa Clara County. They collaborate with each client's families and social systems to prepare the client for reentry into the community. The program provides every client picked up from jail with a phone, new undergarments and sweats, a backpack, a hygiene kit, and the tools and wraparound support needed to start again. Substance use treatment is available upon release. This seamless coordination of care empowers clients, builds resiliency, and promotes well-being.

Spotlight Stories

Robert: Life Changing Work in Butte County

Robert was hired as Consumer Intern at Sensible Cyclery in our Butte County programs in January 2025. Due to his strong work ethic and leadership qualities, he was tapped to become the Crew Supervisor for Pro-Touch. After completing training, he began work as the Crew Supervisor in the fall! Robert also moved out of a local shelter and became a tenant at Avenida Apartments in July 2025.

Caminar manages two social enterprises in Chico and Oroville, CA. These Supported Temporary Employment Programs (STEP) offer vocational training to adults. Both programs are available to adults receiving Butte County Department of Behavioral Health (BCDBH) services. All proceeds from these programs are reinvested to support the client and program operations.



Sensible Cyclery, located in Chico, CA, offers quality reconditioned bicycles at an affordable price and bicycle repair services to the general public. All bicycles are donated by individuals and organizations around Butte County. These donations allow each STEP client the opportunity to learn how to overhaul, repair, and tune a variety of bicycle styles and frames.

Pro-Touch, operating in Chico and Oroville, CA, offers janitorial and lawn care services to the general public at competitive rates with special discounts available for BCDBH and FNRC clients. STEP clients are taught to professionally clean, sanitize, and organize a home or office and operate landscape machines for basic yard care and maintenance.



Naomi: Speaking Up for Open and Honest Dialogue

"My name is Naomi Castejon Wong, I use she/her pronouns, and I identify as a proud transgender woman. I'm one of the volunteers with the LGBTQ Youth Space's Speakers Bureau, and I just want to share how impactful this program has been in my life and the growth that it has allowed me to achieve.

Having attended multiple different panels in this last year and a half, from students in high school to new graduate social workers, I believe that speaking from my own lived experience and sharing that with people who may not personally know anyone in the LGBTQIA+ community is monumental. It is so important for people to hear our stories directly from us, in our own words, rather than from people who are unqualified, misinformed, or not connected to our communities. Words being spread from the wrong mouths leads to inaccurate data, false ideals and fear mongering society into believing things

that are so damaging to the progress we've made this far.

Programs like the LGBTQ Speakers Bureau allow volunteers to destigmatize stereotypes that prevent the nurturing of true connection and open and honest dialogue... **We are individuals with powerful, unique, and inspiring stories, living confidently and courageously in our truths and deserve the right to be heard. Now more than ever, these programs and safe spaces need your support in order to continue providing the community outreach they do."**



Our Donors and Funders

We are grateful for the generosity and compassion of the individuals, families, corporations, and foundations that invest in sustaining our mission, services, and programs. This list reflects gifts made during the 18-month period from July 1, 2024, through December 31, 2025, including the fiscal year 2024-2025 and the calendar year 2025. We sincerely regret any errors or omissions. Should you notice an error, please advise us at 650.513.1509 or development@caminar.org.

Special thanks to our Caminar Leadership Impact Circle, donors who give \$2,500 or more in a year and donors who have given for ten or more consecutive years.

Government Funders

Butte County - Department of Behavioral Health
California Department of Rehabilitation
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City of San Jose - Parks, Recreation, and Neighborhood Services
Community Action Partnership Solano, Joint Powers Authority
Contra Costa County - Health Services - Health, Housing, and Homeless Services
County of San Mateo - Behavioral Health and Recovery Services
County of Santa Clara - Behavioral Health Services
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