



ALL
HOME

IMPACT REPORT

2025



CONTENTS

- 3 A Letter from the CEO
- 4 Our Approach
- 6 Our Impact
- 8 Our Work
 - 8 Emerging Leaders Program
 - 9 Community Advisory Council
 - 10 Homelessness Prevention
 - 12 Bay Area Jobs First Collaborative
 - 13 Homes and Jobs Connect
 - 14 Advocacy
 - 15 Narrative Shift
 - 16 Research & Technical Assistance
- 17 Financials
- 18 Thank You
- 19 Join Us

Mission Statement

All Home advances regional solutions that disrupt the cycles of poverty and homelessness, redress racial disparities, and create more economic mobility opportunities for people with extremely low incomes.

allhomeca.org

LETTER FROM THE CEO

To our partners:

It has been an honor to serve as All Home's Interim CEO since the spring of 2024, when our founder, Tomiquia Moss, joined Governor Newsom's Cabinet. I am proud of the progress All Home and our partners have made, thanks to your support. This impact report is a chance to share some recent accomplishments with you.

Our economic mobility work delivered regional results. We launched Homes and Jobs Connect, an innovative model for creating jobs and career pathways that keep recently homeless residents housed and employed. We also led the Bay Area Jobs First Collaborative, which invested state workforce development dollars into early-stage initiatives to provide quality, climate-resilient jobs for low-income residents in industries such as advanced manufacturing, healthcare, and transportation.

We expanded the reach and success of existing programs. Over 1,400 households were served directly by All Home's grant dollars in 2025—helping to keep people housed and stop homelessness before it starts. We produced powerful new stories about housing solutions, told through the voices of people who have experienced them. We also extended the Emerging Leaders Program to Santa Clara County, preparing another cohort of people with lived experience for decision-making roles within their county's homelessness response system. We have 86 graduates to date!

We acted collectively and courageously. 2025 was a year that called for unprecedented levels of advocacy to preserve state and federal funding for housing and safety net services, particularly for communities of color. All Home successfully mobilized 70 organizations to support the creation of California's new Housing and Homelessness Agency, which will launch in July 2026 and be a key player in better coordinating homelessness response statewide.

Reflecting on 2025, I am proud of All Home's team, partners, and supporters. We remained focused, and together, we made measurable improvements in the lives of thousands of low-income Californians. Looking ahead, we are engaged in exciting plans that will establish our independence, best position the organization for the tough fights ahead, and inspire hope by bringing innovative solutions from concept to impact.

Thank you for making this work possible.



Brett Andrews
Interim Chief Executive





OUR APPROACH

Both **housing stability and economic mobility** are essential for people with extremely low incomes—and our region—to thrive. All Home is working towards a Bay Area where everyone has:

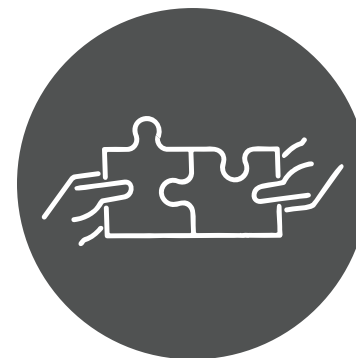
- **a safe place to call home**
- **access to a stable, family-sustaining income**

To bring our vision to life, All Home advances regional solutions that disrupt cycles of poverty and homelessness through three core strategies:



CONVENE

Bring together regional partners around solutions for housing and economic development that work for people with extremely low incomes



CO-CREATE

Test and scale innovative solutions, such as targeted homelessness prevention and a coordinated housing-workforce strategy



CATALYZE

Drive systems change through legislative advocacy, grantmaking, research, and narrative strategy

OUR IMPACT

In 2025, All Home advanced regional solutions to disrupt cycles of poverty and homelessness across the Bay Area.



OUR GRANTMAKING

Helped prevent homelessness among **approximately 1,400 households** through targeted prevention programs funded by All Home.

Funded **2 small community-based organizations** preventing homelessness among youth, immigrants, and families through our lived-experience grantmaking.



OUR ADVOCACY AND NARRATIVE STRATEGY

Mobilized **70 organizations** to support the creation of California's new Housing and Homelessness Agency.

Reached **more than 1 million viewers** with Stories of Home videos, shifting public narrative towards hope and action for housing solutions.



OUR RESEARCH AND ANALYSIS

Informed data-driven strategies and investments for **14 local government partners**.

Strengthened the case for Oakland's **\$4M+ investment** in prevention.



OUR CONVENING

Engaged more than **650 organizations** around new plans and initiatives for inclusive regional economic development.

Brought more than **250 leaders** together to problem-solve around policy issues and federal funding threats through our Regional Impact Council.



OUR TRAINING PROGRAMS

Graduated the **second Santa Clara County cohort** of Emerging Leaders.

Prepared **80 participants with extremely low incomes** for careers in property management with a 75% retention rate.

OUR WORK

EMERGING LEADERS PROGRAM

Lived-experience policymaking and civic leadership

Systems change when leaders with lived experience have decision-making power in homelessness and housing policy.

All Home's Emerging Leaders Program prepares people with lived experience of homelessness to serve on public boards and commissions with full voting rights and equal standing as appointed officials and elected representatives.

Since 2022, the 86 Emerging Leaders alumni have held over 70 voting seats on public boards, committees, and commissions across three Bay Area counties.

Highlights from 2025 include:

- Graduating the **second Santa Clara County cohort of Emerging Leaders** in partnership with Destination: Home. This cohort was the first entirely composed of people with lived experience who work within the homeless response and shelter system.
- All Home's first annual **Lived Experience Policy Forum**, a moderated discussion panel featuring Emerging Leaders alumni from three Bay Area counties. Topics discussed included encampment resolutions, the role of public funding in recovery housing, and how our communities can adapt and withstand unprecedented threats to federal funding and Continuums of Care.
- As discussed on page 14, **lived experience leaders influenced the development of state and local policy decisions**, including Alameda County's Measure W implementation, and AB 255 (Haney).

COMMUNITY ADVISORY COUNCIL

Centering lived experience in regional solutions

All Home's Community Advisory Council (CAC) is a group of local leaders and advocates with firsthand experience of housing insecurity. CAC members work closely with All Home staff, providing critical insights, feedback, and collaboration that shapes our policy and program strategies.

Representing distinct communities across the Bay Area, the CAC plays a critical role in ensuring that All Home's work is informed by the realities people face across the nine-county Bay Area. Members identify gaps in systems, elevate local and county-level perspectives, and provide practical guidance on how regional strategies can better serve households with extremely low incomes throughout all Bay Area communities.

CAC members:

- Inform program design and policy priorities
- Serve as a voice for communities across the Bay Area
- Shape our grantmaking strategy

Designing our strategies in collaboration with people with lived experience is essential to effectively address homelessness and poverty.

“As someone with lived experience of homelessness, going from relying on services to helping direct resources into underserved communities has been a full-circle experience—one that shows how powerful it is to invest in grassroots organizations that are changing lives.”

- Jennifer Artz, Community Advisory Council Member



HOMELESSNESS PREVENTION

Scaling a targeted prevention strategy across the region

All Home has helped catalyze targeted homelessness prevention in the Bay Area, launching programs in multiple jurisdictions and **investing a total of \$11.3 million in six counties over the last five years, resulting in approximately 30,000 households served.**

Currently, All Home provides ongoing financial support for the Homelessness Prevention Platform (HPP) operated by Bay Area Community Services in San Francisco, Oakland, Contra Costa County, Solano County, and Sonoma County. The regional program model predominantly serves households of color, reflecting racial disparities in who experiences homelessness.



In 2025, **5,810 households** received prevention services through the HPP, and **1,400 of these households** were served directly by All Home's grant dollars.



- **New Investments in Prevention***: In 2025, All Home made grants in Contra Costa, Solano, and Sonoma Counties to provide direct financial assistance for their targeted prevention programs.
- **Youth Homelessness Prevention in San Francisco**: After a year-long collaboration, All Home and Larkin Street Youth Services released a [roadmap](#) to build San Francisco's first coordinated youth prevention strategy. We are now working with city leaders and providers to turn that vision into action.
- **Sharing Expertise**: As the federal and state landscape shifts, All Home is helping our partners focus limited resources on households at greatest risk. In 2025, All Home shared our targeted strategy with local, regional, and national audiences through **12+ conferences and briefings.**

*All Home advises the Regional Homelessness Prevention Fund, a donor-advised fund at the San Francisco Foundation, which directed \$866,094 to prevent homelessness in 2025.



New investments led and shaped by people with lived experience

All Home's Community Advisory Council continued making grants to prevent homelessness, selecting two organizations—**East Bay Sanctuary Covenant** and **Early Childhood Mental Health**—who work on the frontlines with immigrants and families.

This committee of leaders with lived experience prioritized funding to address urgent community priorities given the new political landscape. Since 2023, the CAC's 7 grantees have served **more than 154 households** across Contra Costa, Solano, Napa, Sonoma, and Alameda counties.

PARTNER SPOTLIGHT: COTS Preventing Homelessness in Sonoma County

Brett and Melissa faced eviction after a serious illness forced Brett to stop working. Through Keep People Housed, they received back rent and two months of forward assistance—providing stability while Brett underwent cancer treatment and recovery.

“ This program has been a life saver for me and my family. Without it, we would be homeless and living out of our car. Now I can focus on chemo treatments and surgery with peace of mind knowing my housing situation is taken care of. ”

Targeted prevention works because it intervenes early—stabilizing households before homelessness occurs.

BAY AREA JOBS FIRST COLLABORATIVE

Building an inclusive and sustainable regional economy

Since 2023, All Home has served as the regional convener for the **Bay Area Jobs First Collaborative** engaging more than **650 organizations** to create regional economic development plans and infrastructure that center workers and their communities.

Moving Catalyst Projects from planning to implementation

After awarding \$9 million in state funding to ten early-stage projects in 2024, All Home has convened the grantees regularly to support and amplify their work across the region. These projects—focused on quality jobs, climate resilience, and economic equity—have since developed new cross-sector partnerships and public-facing materials to share their work, and are well-positioned for further investment.

Creating Activation Plans for five key industries

This year, the Collaborative **developed Regional Activation Plans across five priority sectors** in the Bay Area:

- Advanced and Precision Manufacturing,
- Battery Manufacturing,
- Early Care and Education,
- Health Care, and
- Transportation Electrification.

These plans chart a path for inclusive growth, higher wage job opportunities, and climate resilience that new funders and partners can follow to build a Bay Area economy that works for everyone.

 PARTNER SPOTLIGHT

Catalyst Project Spotlight in Napa County

Providing Higher Wage Jobs to Latina Women Serving Their Community led by UpValley Family Centers has transformed long-standing volunteer community health work into high-road jobs for Latina Promotoras in Napa County through the launch of the Miel co-op. The project is strengthening community health and economic mobility while expanding services, such as energy assistance for low-income households.

See stories from all the Catalyst Projects at allhomeca.org/catalyst-projects.



HOMES AND JOBS CONNECT

Bridging housing stability and economic opportunity

In 2025, we launched **Homes & Jobs Connect**, a program that integrates time-limited housing support with paid training and job placement support for people who have recently faced housing instability.

Career pathways in property management

This past year, All Home and our partners graduated three cohorts of the model in Alameda County, providing an entry into a living wage career for people with barriers to employment.

Our early progress in Alameda County:

- **43 total graduates**
- **75% retention rate during training**
- **Job placement rates increased with each cohort**
- **10+ employers engaged**

With our first year coming to an end, we plan to strengthen the foundation we have built in Alameda County, while looking towards expansion in San Francisco and other parts of the Bay Area.

“ At MidPen, we are eager to work with peers and partners across the region to build career pipelines for Property Management. Homes and Jobs Connect has created a career pathway for individuals who are ready to work and support our residents every day. ”

Ann Goggins Gregory,
Chief Operating Officer at MidPen Housing Corporation



ADVOCACY

Pushing for systems change, regionalism, and funding for solutions

Statewide systems change and advocacy informed by lived experience

All Home engaged **70 organizations** to support the creation of a new, unified **California Housing and Homelessness Agency**. The agency will open in July 2026 and enable a more efficient, productive housing finance system in California.

CAC members played a critical role in our legislative advocacy this year, working closely with staff to shape All Home's position on emerging policy topics, including state funded recovery housing and Housing First.



Keeping regionalism in our sights



All Home **brought 56 organizations together** to support an emergency budget request for the Bay Area Housing Finance Authority.



We convened the **Regional Impact Council**—more than 250 cross-sector leaders from across the Bay Area—around key policy issues and federal funding threats.

A local funding breakthrough in Alameda County

After years of litigation, Alameda County's Measure W funds were finally released in July 2025. Alongside local partners and our Emerging Leaders alumni, we successfully got the vast majority of funds dedicated to housing and homelessness services.

That includes significant funding for targeted homelessness prevention, which would not have happened without All Home's advocacy and pilot programs.

Stories of Home

PREMIERE & CELEBRATION



NARRATIVE SHIFT

Inspiring hope by making solutions visible



6 organizations trained in 2025 through Stories of Home — 13 total to date.



Over 1.1 million video views on Stories of Home videos through digital ads

Along with the Non-Profit Housing Association of Northern California, All Home continues to co-lead the Begins with Home campaign, a regionwide public information effort to inspire hope and collective action for housing justice.

In 2025, All Home led the **second year of the Stories of Home Initiative**, strengthening storytelling and video production skills among six housing justice organizations.

Collective Reimagination

The Black Prosperity Initiative (BPI) was designed to expand Black prosperity in all its forms. While BPI came to a close in late 2025, All Home's commitment to programs and policies that name and reform systems that perpetuate racial disparity and inequity endures.

We completed **“Explorations on Black Liberation,”** a workbook designed for guided introspection and contemplation of internalized thoughts about worthiness and Black Liberation, highlighting humanity, creativity, and self-love as foundational to prosperity. We held **3 in-person workshops**, offering Oakland community members a facilitated one-day session on Explorations of Black Liberation.

RESEARCH & TECHNICAL ASSISTANCE

Turning data into action and results

All Home bridges research and practice—translating evidence of what works into policy, funding decisions, and systems change across the Bay Area.

- **Collaborated with 14 government partners and 20+ service providers** on data-driven initiatives to improve strategy and outcomes
- **Hosted 130+ briefings and technical assistance sessions**, building regional knowledge and shaping future investment

In 2025, our team led system modeling analysis in Alameda County, creating an investment plan to guide the county's 5-year strategic plan. We also provided technical assistance in Sonoma County, Contra Costa County, and the City of Oakland.

Through new research, we are strengthening the evidence base for homelessness prevention and interim housing with California Policy Lab and the Turner Center for Housing Innovation.

“ All Home provided an extra level of analytical rigor to help us develop the investment targets and strategic priorities that will guide our efforts to reduce homelessness in Alameda County over the next five years. ”

Jonathan Russell
Director, Housing and Homelessness
at Alameda County Health

 **CASE STUDY**

Using analysis to unlock public investment in Oakland

In partnership with Oakland's Housing & Community Development Department, All Home modeled what it would take to reduce unsheltered homelessness by 50% within five years. Our analysis was clear: achieving this goal required significant investment in targeted prevention.

City leaders have since used this analysis to make the case for Oakland's \$4M+ investment in prevention assistance to households who are most at risk of homelessness.



FINANCIALS

REVENUES

Foundation/Nonprofit Grants & Contracts	\$ 5,830,131	81 %*
Government Contracts	\$ 1,234,613	17 %
Other Revenue	\$ 90,773	1%
Total Revenues**	\$ 7,155,516	

EXPENSES

Personnel	\$ 4,921,093	61 %
Professional Services	\$ 1,772,084	22 %
Grants***	\$ 825,000	10 %
Other Non-Personnel Expenses	\$ 284,458	4 %
Administrative Fees	\$ 308,195	4 %
Total Expenses	\$ 8,110,830	

NET ASSETS

Total Net Assets, End of Year	\$ 11,365,883
--------------------------------------	----------------------

* Totals do not add up to 100% due to rounding.
** In 2025, All Home also used unrestricted funds from our startup period.
*** In addition to Grants listed here and paid from All Home's operating funds, All Home also directed \$866,094 in grants from the Regional Homelessness Prevention Fund.

THANK YOU

Support from our donors and partners is critical to addressing homelessness and poverty in the Bay Area

\$1 million and up

Anonymous
Charles and Helen Schwab Foundation
Crankstart Foundation
Joe Gebbia
State of California Economic Development Department through the City and County of San Francisco Office of Economic and Workforce Development

\$500,000 - \$999,999

San Francisco Foundation

\$100,000 - \$499,999

Heising-Simons Foundation
Hellman Foundation
JP Morgan Chase via Housing California
Kaiser Foundation Hospital Fund for Community Benefit Programs at The East Bay Community Foundation
Silicon Valley Community Foundation

\$1 - \$99,999

Alison Doniger
Anonymous
Center on Budget and Policy Priorities
Destination: Home
Larkin Street Youth Services
Mirnahill Foundation
Tipping Point Community
United Way Bay Area

Advisory Board

Amie Fishman
Brandy Jenkins-League
Fred Blackwell
Jennifer Loving
Libby Schaaf
Preston Prince

Community Advisory Council

Anna Mahina
Anthony Carrasco
Ashley Banta
Brandy Jenkins-League
Cathy Eberhardt
Jennifer Artz
Kevin Olalde Bernal
Rabi'a Keeble
Zak Franet



JOIN US

We bring the Bay Area together around regional solutions that create economic mobility and housing security for people with extremely low incomes. With your continued support, we will focus on three priorities:

- **Lead regional collaboration for the Bay Area:** We're anchoring the broad coalition that will seek to bring a new regional housing revenue measure to the ballot in 2028. We will also build on our success convening the Bay Area Jobs First Collaborative.
- **Become an independent 501(c)(3) organization:** After six years as a fiscally-sponsored project, All Home will become an independent nonprofit in July 2026. Taking this step will allow All Home to be more nimble, to do more advocacy, and to manage our operations and finances for long-term financial stability.
- **Continue to advance solutions to homelessness and poverty:** We'll show the Bay Area what's working and where we need to go, in a way that inspires hope and collective action for our region.

Thank you for your partnership—together, we are working towards a Bay Area where everyone has a stable, family-sustaining income and a safe place to call home.



In Memoriam

This year, we honor our colleague, friend, and the visionary architect of All Home's Black Prosperity Initiative, Robin Raveneau. Her wisdom, grace, and compassion shaped her unwavering commitment to her work, her family, and her dedication to creating healing and liberating experiences for her community. She will be deeply missed by all of us at All Home.

We carry forward Robin's strength and resilience as we continue our work in her memory.

