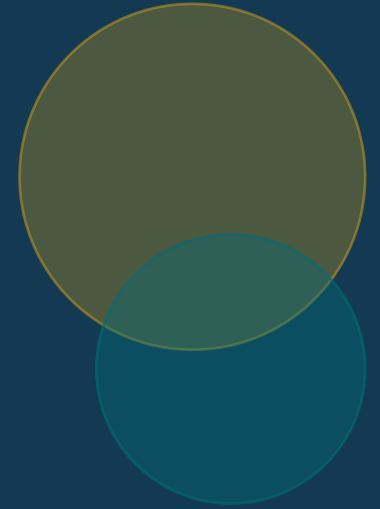


BOARD OF SUPERVISORS EQUITY COMMITTEE

# Federal D. Glover Community Wellness Network

*Year One Impact Report*



# KEY TAKEAWAYS FROM YEAR ONE

01

## Nonprofits Are Closing Critical Gaps in Basic Needs

Partner organizations are meeting community members at their most vulnerable — providing food, clothing, and essential resources that public systems have not consistently delivered.

02

## Trauma-Informed Care Is Essential, Not Optional

Across every pillar, organizations that centered trauma-informed approaches were better equipped to build trust, retain participants, and produce lasting outcomes.

03

## Mental Health Services Were Highly Utilized

Demand for therapy and counseling exceeded expectations. Community members actively sought out and engaged mental health services when offered in culturally responsive, community-rooted settings.

04

## Connection & Belonging Are Foundational to Healing

Reduction in social isolation emerged as a consistent theme across grantees. Healing circles, Sister Circles, mentorship, and peer groups are not supplemental — they are the intervention.

05

## Community-Led Models Produce Community-Scale Results

Organizations led by people from the communities they serve consistently outperformed expectations — demonstrating that proximity, cultural fluency, and trust are irreplaceable program assets.

06

## Investment in Infrastructure Is Inseparable from Impact

The capacity-building work — fundraising, communications, data systems — proved as vital as direct service funding. Organizational sustainability and program quality rise and fall together.

# WHY THIS NETWORK

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*For years, Black residents across Contra Costa County named the same unmet needs:*

- Culturally responsive mental health care
- Support for mothers and infants
- Safe spaces for youth
- Community-centered healing honoring lived experience

*The Glover Wellness Network is the county's most significant, coordinated investment in the health, healing, and well-being of Black residents.*

**13 Organizations**

Black-led, community-based

**14 Programs**

Across 5 wellness pillars

**\$9.1M  
Committed**

County's total Black wellness investment

**5 Zip Codes**

Priority census tracts

*4,000+ residents consulted across 16 listening sessions & 8 district town halls |  
Formerly: African American Holistic Resource and Wellness Hub*

# IMPACT BY THE NUMBERS

21,495

Total Participants  
Served

15,740

Black Participants  
(73% of all served)

8+

Cities &  
Communities Reached

4.3/5

Average Success  
Rating

## COMMUNITIES REACHED

ANTIOCH

RICHMOND

PITTSBURG

BAY POINT

CONCORD

MARTINEZ

OAKLEY

BRENTWOOD

# FIVE PILLARS OF SERVICE



## Maternal & Infant Health

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Breast Friends Lactation  
Black Girls Mental Health



## Behavioral Health

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Healing Spot Counseling  
NAMI Contra Costa  
Equity for Black Women  
Centered Care Wellness



## Food & Housing

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Genesis Church  
Grace Arms of Antioch  
The Black Neighborhood



## Youth Development

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1 Hundred Year Enterprise  
Genesis Church Youth  
Improve Your Tomorrow



## Community Healing

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Healthy Hearts Institute  
Miles Hall Foundation

# HEALTH OUTCOMES: MATERNAL & BEHAVIORAL

Mothers & infants in Priority Census Tracts experience illness and death at MORE THAN TWICE the county rate.

Uninsured rate is MORE THAN DOUBLE the county average; 4 in 10 residents live below 200% of the poverty line.

## MATERNAL & INFANT HEALTH

### Breast Friends Lactation Support

- 423 Black participants served (100% of total)
- Increased breastfeeding success among Black families
- Improved access to lactation & perinatal services
- Reduced social isolation

### Black Girls Mental Health Foundation

- 1,675 Black participants served (100% of total)
- Improved wellbeing through therapy & support groups
- Improved access to services
- Increased confidence in leadership

## BEHAVIORAL HEALTH

### The Healing Spot Counseling Center

- 3,900 total participants; 1,596 Black (41%)
- Mental health improvement & reduced social isolation
- Increased access to crisis resources (beyond 911)

### NAMI Contra Costa

- 206 total participants; 189 Black (92%)
- Reduced depression & social isolation
- Increased mental health diagnosis knowledge

### Equity for Black Women & Girls Initiative

- 79 Black participants served (100% of total)
- Increased mental health diagnosis knowledge
- Increased social support
- Increased confidence in leadership

# FOOD, HOUSING & YOUTH DEVELOPMENT

## FOOD & HOUSING INSECURITY

### Genesis Church

- 8,000 Black participants; 58 weekly grocery distributions
- 80% workshop completion rate; 70% applied principles to employment/housing

### Grace Arms of Antioch

- 2,420 total participants; 1,683 Black (70%)
- \$75+ per month in household food savings per family

### The Black Neighborhood

- 1,152 total participants; 785 Black (68%)
- Increased healthy food access & strengthened community connection

## YOUTH DEVELOPMENT

### 1 Hundred Year Enterprise

- 271 total participants; 142 Black (52%)
- Reduced recidivism; goal attainment in education, employment & behavioral health
- Conflict resolution without escalation

### Genesis Church Youth Trauma Healing

- 265 Black participants (100%); 7 trauma healing group cycles
- Significant reduction in behavioral issues
- Increased student confidence & self-efficacy

### Improve Your Tomorrow

- 477 total participants; 225 Black (47%)
- 87% of students felt a sense of belonging (515/590)
- Increased family engagement

# COMMUNITY HEALING & NETWORK REACH

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Priority Census Tracts rank at the 3rd percentile statewide on the California Healthy Places Index — meaning 97% of CA communities have better access to healthy living conditions.

## Healthy Hearts Institute

- 2,285 total participants; 426 Black (19%) served
- Healing circles, urban farm training & food distribution
- Addressed health disparities across priority communities

## Miles Hall Foundation

- Built digital infrastructure connecting community to resources
- 4,700+ unique website visitors; 2,500+ newsletter subscribers (28% click-through)
- 12 cohort profiles published
- 6 partner meetings facilitated
- 4 Board of Supervisors meeting participations
- 100 African American youth reached at TMHF Youth Summit

# CAPACITY BUILDING: INVESTING BEYOND THE GRANT

**\$60,000**

Additional capacity-building  
funding contributed by  
ORESJ & EBCF

## Fundraising Support

Liberatory Fundraising Labs: 3-part workshop series with individualized technical assistance on strategy, proposals & reporting.

75% of participants reported significant improvement in fundraising strategy understanding.

## Nonprofit Resources

EBCF + Candid partnership: sessions on researching funding opportunities, strengthening org profiles, and accessing impact-tracking data resources.

## Strategic Communications

Partnership with Mancala Collective to develop the impact report microsite, plus up to 5 hours of communications support per grantee (messaging, social media, media training).

## KEY INSIGHT

These organizations are delivering outsized impact with undersized infrastructure. Sustained investment must include procurement reform, flexible infrastructure funding, and differentiated capacity support.

# LESSONS FROM YEAR ONE

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## Public-Private Partnership Works

EBCF as fiscal intermediary removed barriers — advance payments, faster turnarounds, and less rigid audit requirements made grassroots participation possible.

## Black-Led Orgs Need Pathways, Not Just Funding

These organizations have irreplaceable community trust and cultural fluency. Sustained investment must include procurement reform and flexible infrastructure support.

## \$1M Plants the Seed — But It Must Be Watered

The pilot did exactly what it was designed to do. But it is not enough to sustain what has been built. The gap between impact delivered and infrastructure available must be addressed.

## Improve Data Collection for Year Two

Consistent network-wide data collection was a challenge. Year two requires shared metrics defined upfront, standardized reporting tools, more frequent intervals, and resident feedback mechanisms.




# THE WORK AHEAD

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~\$7.9

Total commitment from the County  
to Black wellness  
Infrastructure ~9 mil  
(incl. \$1.18 mil already expended)

## YEAR TWO & BEYOND:

-  Referral pathways between organizations
-  Relationship-building across regions & cohorts
-  Dedicated coordination capacity
-  Physical home for network operations
-  Procurement & contracting reform
-  Multi-sector partnership: county + philanthropy + health systems

*The Glover Wellness Network is the foundation. What gets built on it depends on the commitments that follow.*

# TOGETHER, WE BUILD WHAT LASTS.

*A call to the Transitional Community Advisory Board:*

- Champion sustained, multi-year funding commitments
- Advocate for procurement reform that centers Black-led orgs
- Support data infrastructure for collective impact measurement
- Amplify the network as a model for equitable investment