

UPSTREAM RESOLUTION of ALIGNMENT
Aligning Goodwill Industries of the Redwood Empire Practices and Activities
With the Upstream Investments Initiative

Resolution Number: 11-12-09

Resolution of Goodwill Industries of the Redwood Empire

WHEREAS, the County of Sonoma is sponsoring a community-wide strategic initiative called Upstream Investments with the following mission: To facilitate the implementation of prevention-focused policies and interventions that increase equality and reduce monetary and societal costs for all residents of Sonoma County.

WHEREAS, the Upstream Investments vision for all residents of Sonoma County is that poverty is eliminated and all people have an equal opportunity for quality education and good health in nurturing home and community environments.

WHEREAS, the Upstream Investments Initiative is designed to target the following factors:

Social and economic factors

Poverty and racial/ethnic disparities
Community conditions
Public opinion, public policy, and laws

Family and individual factors

Family dysfunction
Negative peer influences
Early antisocial behavior

WHEREAS, the Upstream Investments Initiative seeks to promote four community goals:

1. The whole community is engaged in supporting the healthy development of children.
2. Community members have access to education and training and are adequately prepared for the challenges of the future.
3. All community members are well sheltered, safe, and socially supported.
4. Sonoma County has a thriving diverse economy that produces economic security for all.

WHEREAS, the Upstream Investments Initiative seeks to expand funding for Model Upstream Programs and also seeks to promote organizational practices that support the Upstream Vision.

WHEREAS, the Upstream Investments Strategic Initiative promotes the implementation of outcomes-based practices including Evidence-Based Practices, Promising Practices, and Emerging Practices.

WHEREAS, Twenty-two indicators of success will inform the community about the success of Upstream Investments.

1. Reduced child maltreatment
2. Reduced youth binge drinking
3. Reduced youth drug use
4. Reduced youth depression
5. Reduced youth tobacco use
6. Reduced teen births
7. Reduced obesity
8. Improved pre-school attendance
9. Improved 3rd grade reading
10. Improved 3rd grade math
11. Improved high school completion
12. Improved higher education
13. Improved housing affordability
14. Reduced homelessness
15. Reduced juvenile arrests
16. Reduced adult arrests
17. Reduced domestic violence
18. Reduced gang membership
19. Improved youth connectedness
20. Reduced poverty
21. Reduced unemployment
22. Improved health insurance rates

NOW, THEREFORE, BE IT RESOLVED that Goodwill Industries of the Redwood Empire shares the Upstream Investments mission, goals, commitment to improving the indicators of success, and vision and has aligned its organizational practices with the Upstream Investments Initiative as follows:

- ✓ GIRE's mission: Changing lives and strengthening communities through the dignity and power of work, is aligned with the Upstream mission - To facilitate the implementation of prevention-focused policies and interventions that increase equality and reduce monetary and societal costs for all residents of Sonoma County. GIRE assists people in finding, keeping and excelling in employment of their choice. The ability to earn a paycheck changes family dynamics, restores hope, and improves futures while reducing monetary and societal costs.

- ✓ The following Upstream Indicators of Success are promoted by the organizations practices and programs.
 1. Reduced child maltreatment
 2. Reduced youth drug use
 3. Reduced youth depression
 4. Reduced youth tobacco use
 5. Reduced obesity
 6. Improved high school completion
 7. Improved higher education
 8. Reduced homelessness
 9. Reduced domestic violence
 10. Reduced gang membership
 11. Reduced poverty
 12. Reduced unemployment

- ✓ GIRE is committed to submitting eligible programs to the Portfolio of Model Upstream Programs and working to promote the implementation of outcomes-based practices including evidence-based practices, promising practices and emerging practices.

- ✓ GIRE practices that reflect upstream principles include, but are not limited to the following: strategic planning, policies, budget activities, and resource deployment.

- ✓ Identified level of GIRE's funding dedicated to upstream investments.

Current contracts awarded to GIRE:

Sonoma County Human Services Department
SonomaWORKS Employment Services
SonomaWORKS Community Service
SonomaWORKS Learning Enhancement & Achievement Program
SonomaWORKS Subsidized Transitional Employment Pilot

Sonoma County Behavioral Health Services
Interlink Self Help Center
The Wellness and Advocacy Center
Consumer Relations Program
Petaluma Peer Recovery Project

State Department of Rehabilitation
Mental Health Co-Op Sonoma County

Sonoma County Junior College District
Employment Transitions

Sonoma County Sheriff's Department
In Custody Programming

GIRE programs and services
Employment Services
Vocational Assessments
Work Experience

- ✓ GIRE collaborates with many agencies and organizations that promote Upstream Investments, including Petaluma People Services Center, West County Community Services, the Center for Social and Environmental Stewardship, the County of Sonoma –Behavioral Health and Health and Human Services, Sonoma County Job Link, Community Youth Outreach, Measure O - Gang Task Force, the National Alliance on Mental Illness.

- ✓ GIRE promotes community-wide knowledge and understanding of Upstream Investments by posting a link to SonomaUpstream.org on our website, www.gire.org.

Approved and adopted the 21st day of December 2012.

Following Roll Call Vote: Ayes: 16
Nos: 0
Absent: 1

I, the undersigned, hereby certify that Goodwill Industries of the Redwood Empire Board of Directors duly adopted the foregoing Resolution Number 11-12-09.


Dennis Carrera, Secretary for Goodwill Industries of the Redwood Empire