

Executive Summary

***"Multiple and extended deployments and the high operational pace of the current conflicts are unparalleled for the US military's all-volunteer force."*¹**

The United States now approaches a decade-long period of historically unprecedented stress on military families attributable primarily to sustained and significant national commitments to Operation Enduring Freedom (OEF) in Afghanistan and Operation Iraqi Freedom (OIF) in Iraq. This protracted stressful tempo is taking a toll on our military families.

"A report ordered by Congress last year and sent to Defense Secretary Robert Gates in August said the service branches' prevention programs are inefficient. The 14-member panel of military and civilian doctors recommended dozens of changes, including the creation of a high-level office to set strategy and coordinate prevention programs across branches".²

San Diego County's military community is an immense physical and human presence. **Military installations cover nearly 6 percent of the County's vast 4,261 square miles.** San Diego's military installations exist as a dominant feature on land and water and in the air in many of the County's most heavily populated areas. Navy and Marine Corps installations border or bisect many major freeways, define the County's northern border, and dominate San Diego's large bay.

Although less than 1 percent of the entire U.S. population³ lives in San Diego County, the region is home to more than 8% of the Active Duty U.S. military population. Notably, 110,728⁴ Active Duty personnel are stationed in San Diego County. This military-related population of 229,024 represents 7.6 percent of the estimated total 3,001,072 population.⁵ **Nearly 17 percent of all Active Duty Navy personnel and nearly 30 percent of all Active Duty Marine Corps personnel are stationed in San Diego County.**

An estimated 56,096 of San Diego's Active Duty personnel have families – 118,296 family members.⁶ San Diego County's military families are the focus of this Report – an estimated total population of 174,392.

About This Assessment

This assessment examines current San Diego military community needs - specifically the particular considerations, challenges, and concerns of military families with children. The assessment is informed not only by extensive data and literature, but also by input from

¹ "Children on the Homefront: The Experience of Children From Military Families" published online in *Journal of the American Academy of Pediatrics*, 7 December 2009, authored by Rand Corporation, commissioned by the National Military Families Association: <http://pediatrics.aappublications.org/cgi/reprint/peds.2009-1180v1>

² MSNBC (2010) Ford Hood Reports Record Suicides, at <http://www.msnbc.msn.com/id/39408050/>, Associated Press.

³ U.S. Census Bureau, 308,591,926 as of 31 January 2010, at <http://www.census.gov/main/www/popclock.html>

⁴ Includes only U.S. Navy and U.S. Marine Corps Active Duty Service members, who comprise the significant and primary, but not exclusive, Active Duty presence in San Diego County

⁵ U.S. Census Bureau, 2008 estimate, at <http://quickfacts.census.gov/qfd/states/06/06073.html>

⁶ See Table 1 footnotes for an explanation of Active Duty and family member sources and estimates.

military and civilian agencies and individuals working to support military families, as well as the voices of military families. The approach was collaborative and sought to balance quantitative data and research-based literature with qualitative input and personal perspective.

San Diego County's military population is diverse, featuring not just Navy and Marine Corps personnel, but also Reserves, veterans, and comparatively small numbers of personnel from other service branches, most notably the Coast Guard. The focus of this Assessment was limited to Active Duty Navy and Marine Corps families, which are the vast majority of San Diego County's military population and by far the largest population most likely to be most affected by OIF/OEF deployment cycle challenges.

The Purpose

The purpose of the Military Families Support Initiative Assessment Report is to better prepare San Diego County to help support the well being and stability needs of military families. The Military Families Support Initiative includes three phases. Phase I consisted of this Assessment Report, intended to comprehensively inform regarding needs and characteristics of military families in San Diego County. Phases II and III call for refinement of plans, implementation of funding, and dissemination of resources to support plan implementation.

San Diego County's military family population is distinctly different in characteristics, experience, circumstance, perspective, and need from the general civilian population.

- Normative military family stress factors have been compounded by a distinctly atypical deployment cycle which appears correlated to negative, significant, and cumulative impacts.
- San Diego County's military family population has unmet support needs.
- A combination of improved data gathering and information sharing, resource development, coordinated support enhancement, and informed advocacy would benefit San Diego's military families. A sustained coordinated structure is requisite to achieving these positive outcomes.

Limitations

Significant efforts were made to secure the accuracy and integrity of data and information presented in this assessment. Data regarding San Diego County's military family population is a best estimate of a constantly changing picture. That said, military family population and demographic data presented are the most informed estimates possible given best available data sources vetted by official sources. Research findings were carefully presented and copiously sourced. Qualitative personal input from focus groups and key informant interviews is likewise sourced to the maximum extent possible without compromising confidentiality assurances made to focus group participants.

Summary of Recommendations

The final task of this assessment report was to develop recommendations on how best to assist military families and their children. These recommendations are presented as specifically detailed opportunities categorized under six strategies:

1. Strengthen community and civilian agency capacity to help meet the needs of military families.

- Convene a Military Families Support Forum and provide information to the public.
- Create a multi-agency military and civilian structure to update the assessment report and ensure data is kept up to date.
- Establish training programs for civilian organizations serving military families.

2. Develop information resources (directory) and methods to track critical data and share information among the military and civilian population.

- Support existing efforts to track military family data among community-based organizations and schools.
- Develop and maintain Military Families Support Services Directory.
- Develop a "Families Also Serve" public awareness campaign.

3. Work with school districts and School Liaison Officers to strengthen the role of schools as an engagement and access point for military families.

- Additional site-based counselor (School Liaison Officers) at schools with high enrollment of students from military families.
- Provide support for military parent activities at elementary schools with high military student enrollment.
- Support school site-based academic tutors who have an understanding of military culture for schools with high enrollment of students from military families.

4. Promote communications and self-advocacy for military families.

- Select and implement programs and models to promote ongoing communication to and from military families in San Diego County.
- Use targeted "word of mouth" campaigns to connect military families with available support programs and services.

5. Provide specific, targeted assistance tailored to military families with children age zero to five.

- Identify ways to provide "Respite" child care for all San Diego County military families with children age 0-5 during deployments.
- Support evidence-based parent support programs for military families.

6. Strengthen access to community-based counseling and mental health services for military families.

- Identify, improve, and augment existing community-based mental health services to more specifically address the needs of military families.
- Offer training in military cultural competence.
- Offer training in diagnosing and treating combat-related mental health illnesses and disorders for all community-based mental health service providers serving military families.

The recommendations offered are not exhaustive. Nonetheless, they are an extensive menu of substantive, actionable directions consonant with the information and analysis in this assessment report. It is anticipated that effective, community-based partnerships will be able to do the majority of the work using this assessment as a basis for informed advocacy, resource development, and capacity building. Aside from some critical data-related needs, the recommendations focus on initiatives substantially implementable by civilian entities.

This assessment report is intended to apprise the community about San Diego's military families and serve as a foundation for additional efforts, including strengthening informed community partnerships, securing private and public resources, and effectively directing resources in support of effective programs and services for military families. The report gives an initial overview of characteristics of military personnel and families in San Diego, a summary of existing services and the results of focus groups with military families in San Diego. It is followed by a break down of 8 Key Factors, which most affect military families. Within these factors are subcategories including: Areas of Concern; Findings; Key Resources; Existing Gaps; Strategy/Recommendations; Tasks; and Suggested Providers/Collaborators. The *Chart of Military Factors, Findings and Recommendations* is a snapshot of the report and a quick reference guide. The assessment report is designed to help providers make informed decisions in planning and implementing support programs and services for military families.

Conclusion

Strengthening our military family population means strengthening our community. The Department of Defense and the military provide services that address a broad range of issues; however, military families also need access to community-based resources and support, particularly for those military families who do not live within proximity of support services. Access to human service programs is essential to help military families deal with personal and family challenges and to help them to adapt to unique military challenges which include extended deployments, separation, reunification and frequent relocation.

Effective collaborations among civic organizations, nonprofits, local government agencies, and businesses are critical to the creation of a strong network of support for military families within and across communities and certainly the key to realizing the full potential of the Promises2Kids Military Families Support Initiative.

A strong network of formal and informal community connections is fundamental for promoting and sustaining military family resilience. Both the military services and society as a whole share responsibility for creating an environment that helps these families meet the demands and hardships of military life.

-National Council on Family Relations

Our Military Families at a Glance

Active Duty personnel and families have distinctive characteristics that contrast to the San Diego County civilian population.

ACTIVE DUTY MILITARY IN SAN DIEGO COUNTY VS. CIVILIAN POPULATION AT A GLANCE⁷					
	Navy		Marine Corps		San Diego County Civilian Population
	Officer	Enlisted	Officer	Enlisted	
Totals	55,908		54,820		3,001,072
Male	7,393	40,331	5,453	45,924	
Female	1,281	6,923	335	3,108	
Average Age	28.7		25.0		34.2
Percent of Active Duty with Family Responsibilities	70.4%	54.1%	69.0%	41.7%	
Percent Married	55.1%		45.1%		41.2% ⁸
Education					
High School Diploma or GED	99.9%	98.4%	99.9%	98.4%	85.1%
Bachelors Degree	87.3%	3.9%	87.3%	3.9%	33.8%

The estimated number of military family members in San Diego County exceeds the Active Duty population.

ACTIVE DUTY FAMILY MEMBERS IN SAN DIEGO COUNTY AT A GLANCE⁹			
	Navy	Marine Corps	Totals ¹⁰
Spouses	26,203	19,957	46,160
Children			
0-5	17,757	13,569	31,326
6-11	13,757	8,398	22,155
12-18	10,725	5,144	15,869
19-23	1,714	695	2,409
Other Dependents	282	96	378
			118,296

⁷ Data drawn from tables and discussion embedded and sourced throughout this document.

⁸ For the U.S. Population as a whole, age 25-29

⁹ Data drawn from tables and discussion embedded and sourced throughout this document.

¹⁰ Numbers may not total precisely due to rounding errors

Military Family Factor	Areas of Concern	Findings	Key Resources	Gap	Recommended Strategy	Tasks	Recommended Provider/ Collaborating Organizations
1. Duration and Frequency of Deployment (Spouse)	Stress management before, during and after deployments	Repetitive nature of deployment cycle exact a particular toll	Fleet and Family Support	Awareness of information and existing resources and services.	Strategy #5 Provide specific, targeted assistance tailored to military families with children age zero to five.	1. Identify ways to provide "Respite" child care for all San Diego County military families with children ages 0-5 during deployments.	Promises2Kids First 5 Commission
	Reunification struggles	Spouses and children face emotional and logistical challenge of redefining family structure during all phases.	Military One SAY San Diego		Strategy #6 Strengthen access to community-based counseling and mental health services for military families.		Military Armed Services YMCA
		...roles and routines must be renegotiated ...conflicting expectations and perceptions may have to be reconciled as a family tries to return to "normal" ...challenge to families supporting, engaging, and re-integrating the service member before, during, and after deployment	Military Homefront F.O.C.U.S. Navy Child Youth Program Military Family Life Consultants Armed Services YMCA		Strategy #2 Develop information resources (directory) and methods to track critical data and		2. Identify evidence-based parent support programs for military families soliciting help from The First 5 Commission. 3. Identify, improve and augment existing community-based mental health services to more specifically address the needs of

Military Family Factor	Areas of Concern	Findings	Key Resources	Gap	Recommended Strategy	Tasks	Recommended Provider/ Collaborating Organizations
					share information among the military and civilians. Strategy #3 Work with school districts and School Liaison Officers to strengthen the role of schools as an engagement and access point for military families.	military families. 4. Develop and provide Resource Directories. 5. Identify providers willing to support Family Readiness Group meetings (meeting of spouses during deployment) with food or meeting space.	
2. Duration and Frequency of Deployment (Child)	Psychological counseling support for children Affordable and accessible extracurricular programs Accessible	Child gender makes significant differences in shaping difficulties faced by children Age of children influences type of difficulties Challenges include learning to navigate new systems and services,	Fleet and Family Support Military One SAY San Diego Military Homefront	Awareness of information and existing resources and services.	Strategy #3 Work with school districts and School Liaison Officers to strengthen the role of schools as an engagement and access point for military families.	Work with School Liaison Officers to identify needs and advocate for support based on those needs. Support and advocate for full time site based counselor(s)	Promises2Kids School Districts Military Armed Services YMCA First 5 Commission

Military Family Factor	Areas of Concern	Findings	Key Resources	Gap	Recommended Strategy	Tasks	Recommended Provider/ Collaborating Organizations
	<p>child care.</p> <p>School engagement</p> <p>Academic, extracurricular, and emotional support resources for children</p>	<p>meeting differing state and district standards, adapting to new social and learning environments.</p> <p>Academic transitions and disruptions faced by military children have been correlated to achievement outcomes. ...attendance problems as a significant barrier to academic achievement</p> <p>Prevalence of ADHD diagnosis among children ...and perceived tendency to medicate rather than counsel.</p> <p>Discussions with school administrators with high student military enrollment indicate attendance problems associated with</p>	<p>F.O.C.U.S.</p> <p>Navy Child Youth Program</p> <p>Military Family Life Consultants</p> <p>Armed Services YMCA</p> <p>School Liaison Officers</p>		<p>Strategy #5 Provide specific, targeted assistance tailored to military families with children age 0-5.</p>	<p>(School Liaison Officers) for military students at schools with high military student enrollment.</p> <p>Provide support for military parent activities at elementary schools with high military student enrollment.</p> <p>Support school site-based academic tutors who have an understanding of military culture for schools with high military student enrollment.</p>	<p>SAY San Diego</p> <p>211</p> <p>United Way</p>

Military Family Factor	Areas of Concern	Findings	Key Resources	Gap	Recommended Strategy	Tasks	Recommended Provider/ Collaborating Organizations
		<p>deployments. Stress is cumulative for children [and]will increase in complexity and severity</p>					
<p>3. Mental Health</p>	<p>Accessibility to individual, family and school counseling information and services</p> <p>Perceived military cultural issues associated with receiving counseling</p> <p>Counseling and respite for spouse.</p> <p>Reunification</p>	<p>Mental health considerations of military personnel returning from deployment.</p> <p>“Service members can perceive accessing mental health services as both an unacceptable admission of personal weakness and a threat to their career.”</p> <p>“deteriorating caregiver mental health may exacerbate child difficulties during deployment and reintegration period”</p>	<p>Fleet and Family Support</p> <p>Military One</p> <p>SAY San Diego</p> <p>Military Homefront</p> <p>F.O.C.U.S.</p> <p>Navy Child Youth Program</p> <p>Military Family Life Consultants</p>	<p>Awareness of current information and resources and services.</p> <p>Stigma (cultural).</p> <p>Education and Outreach</p>	<p>Strategy #6 Strengthen access to community-based counseling and mental health services for military families.</p> <p>Strategy #1 Strengthen community and civilian agency capacity to help meet the needs of military families.</p>	<p>Identify, improve, and augment existing community-based mental health services to more specifically address the needs of military families.</p> <p>Offer training in military cultural competence</p> <p>Offer training in diagnosing and treating combat-related mental health illnesses and disorders for all community-based mental health</p>	<p>Promises2Kids</p> <p>Military</p> <p>School Liaisons</p> <p>School Districts</p> <p>SAY San Diego</p> <p>Armed Services YMCA</p> <p>Veterans Organizations</p>

Military Family Factor	Areas of Concern	Findings	Key Resources	Gap	Recommended Strategy	Tasks	Recommended Provider/ Collaborating Organizations
			<p>Armed Services YMCA</p> <p>District Schools</p>			<p>service providers serving military families.</p> <p>Convene a Military Families Support Forum and provide information to the public.</p>	
<p>4. Housing Location</p>	<p>Access to community-based housing resource Information</p> <p>Isolation from other military families/peers (for those living off base)</p>	<p>70%-80% of military families live off base....correlation of living off base with increased deployment challenges.</p>	<p>Navy Housing Onestop</p> <p>Marine Corps Facilities Branch Housing Management</p> <p>School Liaisons Automated Housing Referral Network</p>	<p>Funding</p> <p>Awareness of information and existing services and programs.</p>	<p>Strategy #2</p> <p>Develop information resources (directory) and methods to track critical data and share information among the military and civilian population.</p> <p>Strategy #3</p> <p>Work with school districts and School</p>	<p>Develop and maintain a San Diego County Military Family Support Services Directory.</p> <p>Provide support for military parent activities at elementary schools with high military student enrollment.</p> <p>Recruit and train volunteers to assist.</p>	<p>Promises2Kids</p> <p>Military</p> <p>School Liaisons</p> <p>School Districts</p> <p>SAY San Diego</p> <p>Armed Services YMCA</p>

Military Family Factor	Areas of Concern	Findings	Key Resources	Gap	Recommended Strategy	Tasks	Recommended Provider/ Collaborating Organizations
			Fleet and Family Support		<p>Liaison Officers to strengthen the role of schools as an engagement and access point for military families.</p> <p>Strategy 6 Strengthen access to community-based counseling and mental health services.</p>		
5. Communication	<p>Peer connections (particularly for those living off base)</p> <p>Community-based support/resource information (particularly</p>	<p>Word of mouth [from other military families] is preferred method of receiving information about programs and opportunities.</p> <p>Perception that civilian service providers cannot help because they lack relevant military experience.</p>	<p>Fleet and Family Support</p> <p>Military One</p> <p>SAY San Diego</p> <p>Military Homefront</p>	<p>Awareness of current information and resources and services, particularly for those families living in</p>	<p>Strategy #2 Develop information resources (directory) and methods to track critical data and share information among the military and civilian</p>	<p>Develop and maintain a San Diego County Military Family Support Services Directory (available in several languages).</p> <p>Select and implement</p>	<p>Promises2Kids</p> <p>Military</p> <p>SAY San Diego</p> <p>Veterans Organizations</p> <p>Blue Star Families</p>

Military Family Factor	Areas of Concern	Findings	Key Resources	Gap	Recommended Strategy	Tasks	Recommended Provider/ Collaborating Organizations
	for those living off base). Dissemination of information to multicultural communities	Structural and demographic differences between Navy and Marine carry significant implications for the nature, targeting, and provision of support services.	F.O.C.U.S. Navy Child Youth Program Military Family Life Consultants Armed Services YMCA	communities where access might be difficult. Availability of multilingual resource information	population. Strategy #4 Promote communications and self-advocacy for military families.	programs and models to promote ongoing communication to and from military families in San Diego County. <i>(PSA's, investigate program models to promote sustained communications to and from military families (Ex: Blue Star Families, The Promotora).</i> <i>Identify means to disseminate information and provide outreach to multicultural communities.</i>	
6. Family Violence and Abuse	Prevention	Risk of child abuse elevated during deployment.	Fleet and Family Support	Education about family violence/ abuse	Strategy #6 Strengthen access to	Identify, improve, and augment existing	County Child Welfare Services

Military Family Factor	Areas of Concern	Findings	Key Resources	Gap	Recommended Strategy	Tasks	Recommended Provider/ Collaborating Organizations
	<p>services</p> <p>Individual and family counseling</p> <p>Outreach/raise awareness regarding domestic violence and abuse</p>	<p>“The rate of substantiated reports of child maltreatment in families of enlisted soldiers was found to be 42 percent higher when military families were at war than when they were at home.”</p> <p>It is critical (although difficult due to military culture) to identify and address family violence risk factors as part of efforts to support San Diego military families. Elevated risk of domestic violence is [singled out in research] a post-deployment concern.</p>	<p>Military One</p> <p>SAY San Diego</p> <p>Military Homefront</p> <p>F.O.C.U.S.</p> <p>Navy Child Youth Program</p> <p>Military Family Life Consultants</p> <p>Armed Services YMCA</p>	<p>Information access on resources/ services available.</p> <p>Funding</p>	<p>community-based counseling and mental health services for military families.</p> <p>Strategy #5 Provide specific, targeted assistance tailored to military families with children age zero to five.</p> <p>Strategy #1 Strengthen community and civilian agency capacity to help meet the needs of military families.</p> <p>Strategy #4 Promote communications and self-</p>	<p>community-based mental health services to more specifically address the needs of military families (such as individual counseling, family/couples counseling, support groups and age-appropriate counseling for teens and tweens).</p> <p>Identify ways to provide "Respite" child care for all San Diego County military families with children age 0-5 during deployments.</p> <p>Convene a Military Families Forum and provide information</p>	<p>Promises2Kids</p> <p>Military</p> <p>First 5 Commission</p> <p>Center for Community Solutions</p> <p>SAY San Diego</p> <p>Armed Services YMCA</p> <p>Veterans Organizations</p>

Military Family Factor	Areas of Concern	Findings	Key Resources	Gap	Recommended Strategy	Tasks	Recommended Provider/ Collaborating Organizations
					<p>advocacy for military families.</p>	<p>to the public with representation from senior Navy and Marine Corps command.</p> <p>Select and implement programs and models to promote ongoing communication to and from military families in San Diego County.</p>	
<p>7. Military Families with Special Needs Members</p>	<p>Specific services unique to military families with special needs members</p>	<p>The Exceptional Family Member Program (EFMP) is for military families with physically, mentally, or emotionally disabled members who require special medical or educational services.</p> <p>Enrollment ensures that members are assigned to areas where special</p>	<p>EFMP</p> <p>Fleet and Family Support</p> <p>Schools</p>	<p>Awareness of information and existing resources and services.</p>	<p>Strategy #1 Strengthen community and civilian agency capacity to help meet the needs of military families.</p> <p>Strategy #6 Strengthen access to</p>	<p>Convene a Military Families Forum and provide information to the public.</p> <p>Identify, improve, and augment</p>	<p>Promises2Kids</p> <p>Military</p> <p>Armed Services YMCA</p> <p>Veterans Organizations</p>

Military Family Factor	Areas of Concern	Findings	Key Resources	Gap	Recommended Strategy	Tasks	Recommended Provider/ Collaborating Organizations
		<p>requirements are met. The Navy estimates a total of nearly 3,000 dependents are enrolled in EFMP in San Diego County.</p> <p>The Marine Corps estimates roughly 2,500 enrolled dependents.</p> <p>The above numbers represent nearly 5 percent of the total estimated active duty family members in San Diego County. Different approaches and processes to EFMP exist between Navy and Marine Corps.</p>			<p>community-based counseling and mental health services for military families.</p> <p>Strategy #2. Develop information resources (directory) and methods to track critical data and share information among the military and civilian population.</p>	<p>existing community-based mental health services to more specifically address the needs of military families (counseling for teens and tweens).</p> <p>Create directory of resources (families with special needs members).</p>	
8. San Diego-Specific Local Considerations	<p>Affordable housing</p> <p>Counseling</p>	<p>San Diego County is an expensive place to live. Various estimates put San Diego's cost of living between 30 and 50</p>	<p>Fleet and Family Support</p> <p>Military One</p>	<p>School, age-appropriate counseling tailored to military</p>	<p>Strategy #3 Work with school districts and School</p>	<p>Support and advocate for additional full time site based counselor(s)</p>	<p>Promises2Kids</p> <p>Military</p>

Military Family Factor	Areas of Concern	Findings	Key Resources	Gap	Recommended Strategy	Tasks	Recommended Provider/ Collaborating Organizations
	<p>and financial-related stress management</p> <p>Resource information to access discount/low cost goods and services in San Diego</p>	<p>percent above national averages.</p> <p>Even in the wake of dramatic recessionary decline in real estate values, housing affordability is still a major regional issue.</p> <p>In August 2001 the Department of Defense entered into a groundbreaking public private partnership led by Lincoln Property Company. This was reportedly the first public/private venture for military housing in the United States.</p> <p>Basic Pay and Basic Allowance for Housing amount to between \$38,779 and \$59,072 per year; however, according</p>	<p>SAY San Diego</p> <p>Military Homefront & Military Installations</p> <p>F.O.C.U.S.</p> <p>Navy Child Youth Program</p> <p>Military Family Life Consultants</p> <p>Armed Services YMCA</p> <p>School Districts</p> <p>Homeowners</p>	<p>children.</p> <p>Resource information on services/ programs and discount/ low cost goods in San Diego</p> <p>Transportation</p> <p>High Cost of Living</p>	<p>Liaison Officers to strengthen the role of schools as an engagement and access point for military families.</p> <p>Strategy #6 Strengthen access to community-based counseling and mental health services for military families.</p> <p>Strategy #1 Strengthen community and civilian agency capacity to help meet the needs of military families.</p> <p><i>Create</i></p>	<p>(School Liaison Officers) for military students at schools with high military student enrollment.</p> <p>Provide support for military parent activities at elementary schools with high military student enrollment.</p> <p>Support school site-based academic tutors who have an understanding of military culture for schools with high military student enrollment.</p> <p>Convene a Military</p>	<p>Fleet and Family Support</p> <p>Armed Services YMCA</p> <p>Child Welfare Agency – County</p> <p>SAY San Diego</p> <p>School Districts</p>

Military Family Factor	Areas of Concern	Findings	Key Resources	Gap	Recommended Strategy	Tasks	Recommended Provider/ Collaborating Organizations
		to the 2008 California Family Economic Self-Sufficiency Standard, the minimum needed by a family with two young children to meet basic needs in San Diego County is \$59,450. Median household income for San Diego Families is \$63,727. Or \$5,310 per month.	Assistance Program (HAP) Automated Housing Referral Network Transportation Incentive Program (TIP)		<i>opportunities for military resources to utilize local venues to deliver programs to large audience. Identify venues with childcare and sources for dinner/food for evening and weekend programs.</i>	Families Forum and provide information to the public.	