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FFYC Golf Tournament — “Champions for Youth”

We would like to thank everyone, including the NFL Alumni for supporting our 2009 Invitational Golf Tournament — “Champions for Youth”.



Left to right: Rod Sherman, Howie Williams, Vonza Thompson, FFYC President & CEO, Mari Hubbard, Meryn Fernandez and Ted Kavalick (not shown).

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Spring 2010

FRED FINCH YOUTH CENTER

... founded on the principle that no one - regardless of their background, financial status, or personal challenges - should be neglected or forgotten.



A Learning Agency Individualized Services & Evidenced-Based Practice

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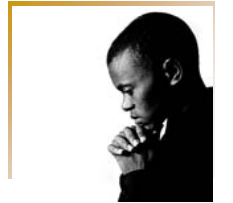
Fred Finch Youth Center (FFYC) has an agency-wide learning environment committed to the professional development of every employee, intern and volunteer. We continually assess the latest practices and evidence-driven techniques to identify those which have demonstrated efficacy for individuals and families facing challenges similar to the people we serve. We evaluate each potential practice for congruency with the long-tested core values and service beliefs of the agency and to determine the value it will add for youth and families. Because each youth and family must be

provided with services that are congruent with their unique culture, strengths, skills, aspirations, preferences, experiences and challenges, we ensure that our team is skilled in several practices. No single evidence-based practice is the most effective for – or preferred by – everyone. Individual and family choice is an important fundamental of FFYC services.

One of the therapeutic practices proven to be strength-based, person-centered and results-driven is Motivational Interviewing. This well-researched technique focuses on the basic, inter-

nal motivation in every person we serve, “working” with their motivation and ambivalence to provide a more strength-based way of looking at their behaviors and opportunities for growth. Fred Finch has adopted this technique in order to reach and meet youth and families where they are and to encourage change and resilience.

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Fred Finch Youth Center:

- Is committed to agency-wide learning environment
- Shares skills and expertise that benefit our clients
- Nurtures courage – resilience, motivation and exceptional commitment to helping others
- Recognizes donors and volunteers
- Appreciates past donors and their dedication

Fred Finch Welcomes New Board Members

Please join us in welcoming Elisabeth Jewel and Matt Williams to the Fred Finch Youth Center Board of Directors.

Elisabeth Jewel is a founder of Aroner, Jewel and Ellis Partners, a government and community affairs consulting firm. She is a problem solver by training and has a long history of service to the East Bay community, including 25+ years in state legislative offices, 10 years running political campaigns, 9 years on the FFYC Board, 5 years on the National Women’s Political Caucus Board, and other volunteer work including recruiting, training, and mentoring women candidates for public office.

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Full Service Partnership

In the Fall of 2009, FFYC was awarded a new contract to provide Full Service Partnership (FSP) services for San Mateo County youth who are placed in foster homes, group homes or with extended family members outside of San Mateo County. The Program which is operated out of the FFYC Coolidge Avenue site in Oakland, began services in February. The FSP assists the young person and other members of the family develop ways to work together to avoid the need for the youth to move out of the home to a higher level of care. It encourages behaviors that increase academic success and the development of positive relationships in the community.

The FSP along with many other FFYC programs provides services in the home, community and school tailored to the needs and preferences of youth and family. The model avoids many obstacles that decrease the effectiveness of office-based therapy. This service is built on and expands our successful Visiting Therapist Program (VTP), which provides individual and family therapy in the home and community. The inclusive "wraparound" services promote optimal wellness, resilience and recovery for foster youth. Service strategies include an array of individual, family and collateral therapy; linking the youth to needed supports in their community as well as peer

mentoring by Parent and Youth Partners. Staff enlist family members and connected community members to support, implement and honor change efforts. The "whatever it takes" service is strength-based, family focused, needs driven and culturally competent.

By extending the Visiting Therapist Program to include FSP services, we are better able to provide more support to a grandmother who is caring for her granddaughters after their long history of moves throughout the foster care system. The grandmother is at risk of losing her housing; becomes overwhelmed with raising her grandchildren; and needs help accessing

continued on page 3



... The "whatever it takes" service is strength-based, family focused, needs driven and culturally competent.

New Board Members — continued from page 1

"Fred Finch serves a population of kids and families that can be the hardest to serve and have the fewest resources. In my previous tenure on the Board, I discovered how dedicated staff are to these kids, and how they, with their families, can make huge progress toward healing and being independent. It's very gratifying to think I can help that happen."

"I've been associated with Fred Finch for many years and have watched the agency evolve along with the residential care industry. I hope I can bring my skills to bear on making the Emancipation Village a reality."

Matt Williams is a Principal, Investment Advisor providing investment consultation on a non-discretionary basis. His varied public service experience includes Co-Chair, Sierra Club Bay Area Transportation Committee; former Board member of the Alameda County Congestion Management Agency and former Board member of AC Transit. He has also served as a docent with the California Historical Society.

His familiarity with local and state political processes as well as his finance and budget skills are welcome additions to the FFYC Board.

"I believe I can contribute my financial acumen and familiarity with local government to strengthen the agency internally while creating stronger bonds to the community. A well-run agency strongly anchored to the community is in the best position to help heal kids and families. I am looking forward to working on Emancipation Village."

A Learning Agency — continued from page 1

This approach to communication has had a profound positive impact on the daily lives of many youth and families.

Program Manager Charles Houston was preparing for a very difficult task – eviction of "John", a tenant in the Coolidge Court program. Charles had received multiple complaints from other tenants about John's behavior, which ranged from cursing and shouting, to putting his head and his fists through walls. These behaviors were related to John's struggle with Asperger's syndrome. Just before his meeting with John, Charles attended training on Motivational Interviewing. He learned to remove himself from the situation, view it from the other person's perspective, and then ask John what he needs.

Charles was struck by this approach and saw an opportunity to apply Motivational Interviewing techniques to

salvage the situation with John.

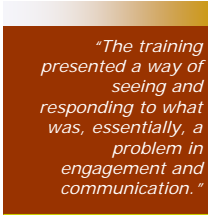
After the training, Charles met with John. He changed his plan from an eviction meeting to having an insightful conversation with John and asking how Fred Finch could help him maintain his apartment. Instead of stating a litany of complaints, Charles asked John to help him understand his frustration and anger. This change of perspective encouraged and invited John to share with Charles his problems with the other tenants. Charles and John developed a plan for John to work through his frustrations by taking walks and talking things out with Charles and with his fellow tenants.

Motivational Interviewing training presented a positive way of seeing and responding to what was, essentially, a problem in engagement and communication.

Through Charles' open conversation with John, a trust developed. Charles helped John create new ways of expressing himself, including sharing his art, along with sharing his perceptions and preferences with other tenants. The other tenants of Coolidge Court recognized John's honesty and began to see him as someone they could engage with and trust. John's "opponents" became his supporters.

Now, almost a year later, John still lives at Coolidge Court and is viewed as a leader among his peers. Opportunities to learn new, strength-based ways of looking at and working with behavior provided John with a second chance.

FFYC strives to provide all staff with tools to utilize the most relevant and useful techniques possible in order to provide every youth and family with more opportunities.



"The training presented a way of seeing and responding to what was, essentially, a problem in engagement and communication."

Full Service Partnership — continued from page 2

resources for their many needs. A Parent Partner works primarily with the grandmother. The program facilitates visits with other members of the family who live far away and helps them manage the impact of having increased family contact. For one of the girls, who is failing at school, one-on-one attention in the school will be paid to connecting

the girls to their new community through after-school activities. With continued support, these girls will be able to stay in the home of their grandmother and experience stability in their lives for the first time in many years.



Commitment to Sharing

Fred Finch is committed to active involvement with the larger learning community of professionals in mental health, developmental disabilities, special education, alcohol and other drugs and social service fields.

Fred Finch is committed to active involvement with the larger learning community of professionals in mental health, developmental disabilities, special education, alcohol and other drugs and social service fields. Agency staff learn from and offer educational opportunities through a variety of national, state-wide and county associations and agencies including: California Association of Child and Family Services (CACFS); California Council of Community Mental Health Agencies (CCCMHA); California Institute for Mental Health (CIMH); Alameda, Contra Costa, San Diego, San Mateo and Solano Counties; State Departments; Rose Jenkins Conference; Building on Family Strengths Conference; and Wraparound Services Conferences.

At the 2009 Rose Jenkins Conference, Division Director Susanna Marshland and Program Director Roger Daniels, presented strategies for introducing and sustaining Evidence-Based Practices (EBP) in programs serving Transition Age Youth (TAY; ages 16-24) who have a mental illness. They described how a number of evidence-based and promising practices were gradually integrated into Fred Finch Youth Center's programs for TAY, which grew from serving a small number of young adults aging out of foster care in 2003, to

one that currently serves over 300 TAY annually in a wide variety of mental health and housing programs. Example practices included Transitions to Independence Process; Assertive Community Treatment; Integrated Dual Diagnosis Treatment (using the Comprehensive, Continuous, Integrated System of Care model); Seeking Safety; integration of consumer employees into staffing patterns; and the Individual Placement and Support Model/Workplace Fundamentals Module for supported employment. The presentation included considerations necessary to integrating EBPs into TAY programs and agency culture, relevance of the EBP to the particular TAY population served, understanding and accommodating the program/agency stage of development, readiness, engagement of stakeholders, and management practices.

June 25, 2009, Program Director Ben Blake and Youth Partner Wendell Webber presented "Hiring and Training Former Foster Youth as Youth Partners" to a national audience at the Building on Family Strengths Conference in Portland Oregon. They shared how FFYC trains and retains Youth Partners, including how to maximize their unique consumer experience in providing services. The focus was on how to introduce this staff position into an agency,

program and teams so that these staff are integrated as equal and active team members. The goal is to utilize their experience as an essential part of helping families and youth identify their personal goals, aspirations, talents, challenges and barriers; to develop strategies to attain their goals; increase resilience; identify opportunities; and effectively move forward in their life journey.

In addition to conference attendance and presentations, staff shares skills and expertise in many other ways. Some examples are: Board member and Chair of Public Policy Committee of CCCMHA; Education and Residential Services Committees of CACFS; state-wide Wraparound Task Force; Executive Committee of Alameda County Community Mental Health Agencies; Children's Services Provider Network; Alameda County's Co-Occurring Conditions Initiative; Children's Advisory Council; Alameda County EPSDT Foster Care Provider meetings; Alameda EPSDT Probation Provider meetings; Contractors Associations of San Mateo County and San Diego Counties; and Solano County Inter-Agency Forum.

Winner – Ed Block Courage Award

Prior to the death of his mother, JR had a 4.0 grade point average in Political Science at the University of California, Berkeley. Due to the lack of a source of income and having to pay expenses related to his mother's death, he was forced to drop out of UC Berkeley in the middle of his junior year. Just think about how hard it would be to attend a university when homeless, with nowhere to leave your belongings and no funds for living essentials, much less text books and fees. In addition, he was dealing with grief from the loss of his mother.

During the past two years at the FFYC Turning Point program he has worked diligently to make arrangements so that he can return

to UC Berkeley. JR has held various jobs and has begun to save money for future housing. He is a long-term tutor for a seven year old boy who struggles with learning disabilities and developmental delays. In addition, he volunteers for the Big Brother program. JR is a very intelligent and motivated young man who has spent most of his life taking care of others. When younger, he took care of his grandmother who had diabetes and then later, he supported his mother who lost her battle with cancer. Although it is uncomfortable for JR to rely on others for support, he appreciates the opportunity Turning Point provides and demonstrates utmost respect to other residents and staff. He is an active member of the Resi-

dent Council, where he uses his leadership skills to plan events and motivate others to participate in community outings and service including collecting aid for the citizens of Haiti.

Fred Finch Board and staff are proud of JR. He demonstrates resilience, tenacity, competency, intelligence, motivation and exceptional commitment to helping others.

At the January meeting of the FFYC Board of Directors, David McGrew, Board Chairperson, presented JR with the Ed Block Courage Award. The Board, staff and fellow Turning Point residents are proud to know and honor him.

FFYC is proud to be the Oakland Raiders' Courage House. The Courage House Network provides care for families in crisis in NFL cities across the country.

Fred Finch Youth Center's Leadership in Alameda County's Co-Occurring Conditions Initiative

Fred Finch Youth Center is a leader in the integration of treatment for youth and families who have both mental health and substance use/abuse challenges. Co-Occurring treatment is the welcoming of youth and families who have both challenges and the provision of integrated services to meet their needs. This has proven to be significantly more effective than traditional treatment which separates the two treatment modalities and often requires services from more than one provider or location.

On May 5-2009, Fred Finch Division Director Kate Wadsworth hosted an Alameda County-wide training for Children's Providers focused on integrating treatment for youth and families who have co-occurring challenges. Chris Cline, from Zia Partners and a consultant for Fred Finch Youth Center, and Fred Finch clinician Rima Roberts did a live case consultation. Ms. Roberts presented a client in treatment who struggled with both mental health and substance abuse issues. This dynamic case consultation focused on welcoming clients into treatment, assessing and tracking both mental health and substance abuse struggles and stage-based interventions. The training was a huge success with over 55 people attending including staff from county agencies and other community-based organizations.

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Donations included a variety of items from food and clothing to toys and books. Listed below are samplings of donations given in 1902.

Alameda – 1 bag cranberries, 11 quarts jam, 11 glasses jelly, 2 bags rice, 3 bags prunes, 2 bags apples, 1 box paper dolls, 10 lbs. rolled oats, 9 packages mush, 1 carpet sweeper, 1 nice fat turkey, 1 set doll furniture, 2 games, 3 collars, 5 neckties, 2 handkerchiefs, 3 shirts, 5 blouse waists, 2 boy's nightshirts, 1 large sack of beans, 1 bag raisins.

Berkeley – 28 pillow shams, 14 hats, 4 skirts, some hair ribbon, 43 yards calico, 44 yards flannelette, 1 underwaist, 28 pairs hose, 1 piece corduroy, 1 apron.

Capitola – 1 baby cloak, 1 pair shoes, 1 doll.

Oakland – 4 kimonos, 2.5 yards tennis flannel, 3 sacks dried peaches, 11 hair ornaments, 4 satchels, 4 baseballs, 1 box marbles, 13 quarts of canned fruit.

Sonoma, Santa Cruz, San Leandro – 14 boxes bonbons, scrap album and pictures, box paints, 1 tea set, 1 nice comforter and some fancy cakes, wagon load of pears and apples, 1 pair suspenders, 1 pair mittens, 1 suit, 2 pairs pants, toys and games.

