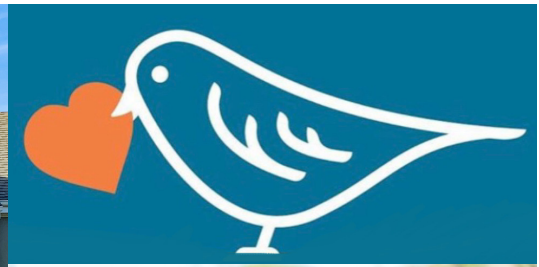


2020

Annual Report



FredFinch

Youth & Family Services



"I think a hero is any person really intent on making this a better place for all people."
– Maya Angelou

Dear Friends of Fred Finch,

As we reflect on the past year and the overwhelming traumas we have suffered as individuals, a community, and as a nation, we find hope in the inspirational actions of those who have sacrificed their own comfort and safety to serve the greater good. Specifically, we are proud of the accomplishments of our staff, who never stopped providing services to the vulnerable children and families we serve throughout the entirety of this pandemic. Our work is challenging yet essential; each day of this year, our staff strived to ensure that we will not only recover from the COVID crisis, but emerge as a better and more united community.

While the virus has affected the health and wellbeing of all people and upended the core structures of our ways of life, this public health crisis has had tremendously disproportionate consequences for the vulnerable populations we serve throughout the state- including those with a mental health or developmental disability, those living in poverty, and people of color. We recognize the outsize impact this year has had on our participants, and all under-served communities, and have continued to progress and innovate as an agency so that we can meet the needs of those we serve.

Resilience is a virtue that has come to the forefront of our lives during these daunting times. Fred Finch has been cultivating and building resiliency for its participants and our communities for 130 years, and we will continue to adapt and grow our practices with each challenging moment to come. We know that each of our supporters join us in envisioning a future with greater safety nets, broader social supports, and hope for each and every child and family. We hope that you're taking some time to reflect on your own resiliency this year, and that you will join us in supporting Fred Finch participants- and the community at large- in cultivating a culture of nurturance and strength as we emerge from this pandemic and era of momentous social change.

With gratitude,
Thomas N. Alexander, President & CEO
Elisabeth Jewel, Chairperson of the Board of Directors

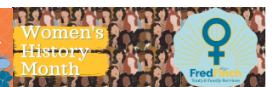


Cultural Awareness

Fred Finch continues to build and grow our work in Diversity, Equity, and Inclusion

Four years ago, Fred Finch introduced an agency Racial Equity Initiative with the goal of having the most diverse and prepared staff to provide the highest quality of care to our participants, families, and communities. This past year has been most challenging in so many ways with COVID-19, increased racial injustice and political strife- only strengthening our resolve and commitment to building equity within our agency. We continue supporting our racial affinity group projects, increased cultural training and support opportunities for staff.

In an effort to acknowledge and celebrate our cultural diversity internally and with our supporters and stakeholders, our Southern California Regional Vice President, Teresa Chapa, Ph.D., MPA, led an effort with staff to form an agency-wide cultural month awareness series that includes workgroups that meet to explore and share topics of diversity. Each month, staff is given the opportunity to learn more about colleagues and participants and how experiences relating to marginalized cultures is essential to making Fred Finch a more equitable place.



Making An Impact



One of the many sacrifices we all endured throughout the pandemic was our inability to gather with loved ones, friends and social networks outside of our immediate households. While we definitely missed the chance to mingle with our supporters at this year's Impact Celebration, we seized the opportunity to highlight the work we do with children and families across the state by presenting an online evening celebrating our entire staff in both Northern and Southern California and our commitment to diversity, equity and inclusion.

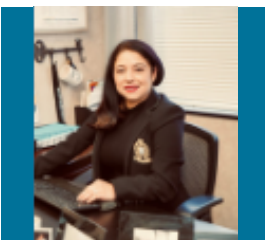
The evening included several videos featuring our participants' stories as well as the keynote 'In a Time of Two Pandemics: A Discussion on Health Equity and Why it Matters,' presented by esteemed Fred Finch Board Member Tosan Boyo, MPH. The evening also featured the acceptance of the 5th Annual John F. Steinfest Community Award as presented to our staff, who were honored for their resiliency as essential workers throughout the COVID crisis. To view the celebration in full, visit: https://www.youtube.com/watch?v=Krr_nkJzFIY

Education Support Program

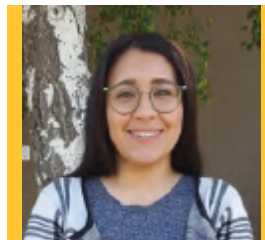
As a testament to Fred Finch's commitment to recruiting and retaining a highly qualified workforce, we are incredibly excited to announce the launch of the Fred Finch Youth & Family Services' Education Support Program. This new innovative and supportive initiative was championed by our Human Resources Department in partnership with our Board of Directors Workforce Learning and Growth Committee. The policy contains two separate programs, each designed to encourage and support Fred Finch employees to pursue educational advancement.

The Educational Reimbursement Program is designed to reach a greater number of employees with varying levels of educational advancement needs such as assisting with the cost of tuition and books, or workforce advancement training opportunities, and provides a \$1,000 annual stipend to eligible employees who apply.

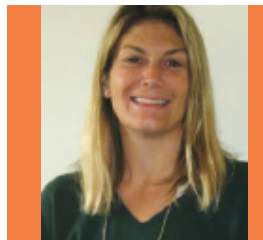
The Degree Assistance Program specifically aims to provide a select number of employees interested in obtaining a bachelor's or master's degree with a \$10,000 stipend towards the cost of the degree program of their choice. We are incredibly proud of the commitment these individuals demonstrate to advancing their skills and knowledge in support of the communities we serve, and are honored to announce the recipients of our pilot year offering the Degree Assistance Program to our workforce:



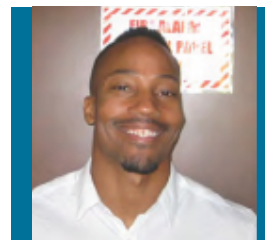
Karina Helgeson



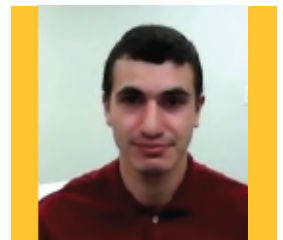
Glenda Cruz



Katie Estberg



Mark Blackshear



Lucas Maia



Community in Need

Working with marginalized communities for more than a century, Fred Finch is used to being flexible and innovative in the face of unforeseen obstacles. The COVID-19 pandemic was one of the biggest yet, and presented some especially tricky challenges for our community-based services. Our staff exhibited exceptional adaptability, responding quickly and effectively to the emotional and physical challenges of living in a pandemic-dominated world. They pivoted to telehealth and remote work, moved to socially distant supply drops, and adjusted to life in PPE. In some cases in which remote work was not feasible, staff risked their own health to continue to work in the communities that they serve, supporting community wellness and resiliency for all.



From School to Home



Before therapy, McKyla recalls how the smallest provocation put her in a rage. At school, her guardian and grandmother Kim would be called in frequently because McKyla was acting out, throwing chairs, and yelling. Her sister Mariah had similar issues.

But over their four years of involvement with Alameda County School-Based Services – which the sisters continue during COVID through video chat – McKyla, 17, and Mariah, 15, have learned how to talk about their emotions and have found ways to contend with their trauma and grief. They lost their mother when they were infants and their father is mostly absent from their lives. The two girls suffer from depression and ADHD.

Their grandmother Kim has also grown after receiving counseling from Fred Finch. Instead of yelling immediately and punishing the girls when they act out, she listens and tries to understand what they are feeling.

“All three of us are growing and changing together,” Kim says. “All three of us.”

A Sound Solution

In response to the 'Shelter in Place' restrictions enforced due to the pandemic, many of our clinicians were forced to abruptly transition their treatment methods to telehealth via virtual communication platforms. While this transition ensured Fred Finch staff were able to connect with participants, it also presented a new set of challenges for clinicians to navigate in order to provide essential services to the youth and families we serve.

David, a mental health therapist in the Fred Finch Therapeutic Behavioral Services (TBS) program, developed solutions to the challenges presented by this shift to online therapy by finding a different way to connect with his participants. David works with youth to develop coping skills and self-regulation techniques. But with the pandemic requiring a switch from in-person meetings to communications via video chat, therapy was not going well and he was struggling to connect with his participants. He knew he had to adapt his method.

A musician himself, he set about integrating music into his sessions, culminating in the introduction of software that allows his young participants to compose their own songs. This innovation of music-assisted therapy provided his participants with a creative and engaging outlet to communicate their feelings while participating in their treatment sessions.

David explains, "It opens up an emotional door that the kids might not normally have access to. They are taking anger or other emotions that would turn into violence and instead, putting it into art."

The Strength of Family

When the San Diego Specialized Wraparound team met the Clark family 10 months ago, they were in crisis. Demetrius was experiencing emotional dysregulation that severely interrupted his life, as well as the rest of the family's. Demetrius couldn't participate in distance learning for more than 10 minutes, and experienced intense emotional outbursts every day. The Clark family was feeling scared and hopeless, but they were determined to work with the Wrap team to see what progress could be achieved.

Using the Specialized Wraparound process, the team provided community resources, psych-education to better understand why Demetrius was having a difficult time, and collaboration with the whole family and their network of supports. Between the family's hard work and the Wrap team's guidance, each family member developed an awareness of emotional and behavioral needs, leading to the creation and practice of innovative strategies and interventions. Demetrius and his family gained insight and understanding about his behaviors and learned to intervene and respond effectively. Demetrius is now able to sit through his distance learning classes with minimal support and is receiving A's and B's in all his classes and uses his newly acquired skills daily to continue practicing emotional regulation. The Clark family's success is a testament to their dedication to the Wraparound process. Their persistence, hard work, and follow-through to better understand and meet each other's true needs ensure that the changes they've created will be long-lasting.



Photo Credit to Jane Tyska/ Bay Area News Group.



The Clark Family

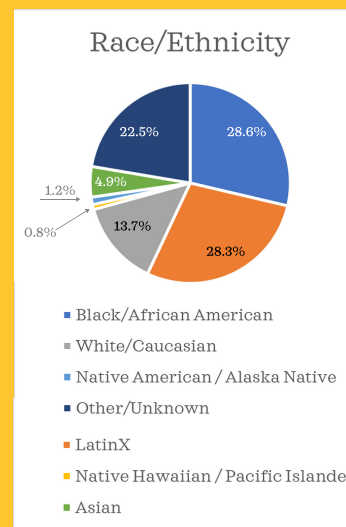
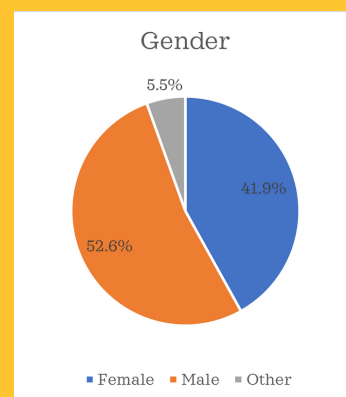
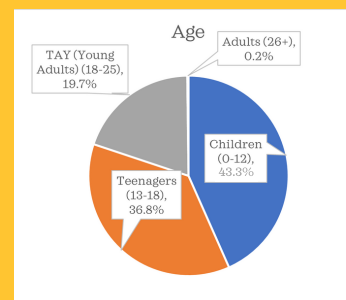
Consolidated Statement of Financial Position

For the Fiscal Year ending June 30, 2020

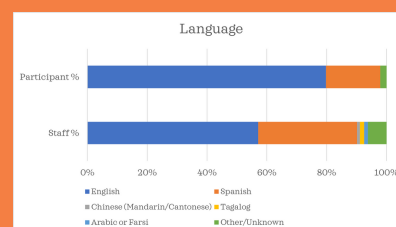
Assets	2020	2019
Current Assets		
Cash and cash equivalents	9,140,051	2,963,595
Restricted cash	1,204,211	1,182,701
Accounts receivable, net	6,703,955	6,558,775
Prepaid expenses, deposits and other assets	699,914	838,499
Total current assets	\$ 17,748,131	\$ 11,543,570
Noncurrent Assets		
Investments held in perpetual trust by bank	97,903	101,989
Beneficial interest in charitable remainder trust	312,382	318,830
Marketable securities	1,377,795	1,591,990
Construction in progress	85,015	762,296
Property and equipment, net	9,745,796	9,337,293
Total noncurrent assets	\$ 11,618,891	\$ 12,112,398
TOTAL ASSETS	\$ 29,367,022	\$ 23,655,968
Liabilities and Net Assets		
Current Liabilities		
Line of credit	544,000	736,000
Accounts payable and accrued liabilities	3,199,482	3,107,295
Advances and overpayments	2,807,577	1,512,907
Refundable Advance (Paycheck Protection Program)	2,441,453	-
Total current liabilities	\$ 8,992,512	\$ 5,356,202
Noncurrent Liabilities		
Obligations assumed under King Street acquisitions	725,900	707,600
Long-term debt, net	9,308,317	9,108,361
Total noncurrent liabilities	\$ 10,034,217	\$ 9,815,961
TOTAL LIABILITIES	\$ 19,026,729	\$ 15,172,163
Net Assets		
Without donor restrictions	9,305,905	7,430,298
With donor restrictions	1,034,388	1,053,507
Total net assets	\$ 10,340,293	\$ 8,483,805
TOTAL LIABILITIES AND NET ASSETS	\$ 29,367,022	\$ 23,655,968

5,626

People Served in FY20



Expenses	2020	Revenues	2020
Program Expenses	31,694,198	Local Contracts	28,250,302
Support Services	6,697,089	Federal Contracts	1,488,147
		State Contracts	4,304,040
		Contributions	4,414,663
Total Expenses	\$ 38,391,287	Investment Income	121,217
		Miscellaneous Income	1,669,406
		Total Revenue	\$ 40,247,775



Our Donors



Fred Finch Youth & Family Services is truly grateful to every individual, business, and organization who supports our mission of helping youth and families in need

Individuals

John & Joanna Aamodt
Margaret Alexander
Tom & Karen Alexander
Elizabeth Allum
Esmeralda Anaya
Angela Anderson
Aaron Axelsen
Catherine Babiec
Jeff Bailey
Heath Barbier
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Sue Graham
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Hermine Marshall
Susan Marshall
Kai Marshland
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Richard Walter
Jim & Beth Walls
Katherine Williams
Matthew Williams
Bishop Alph Wise
Jamie Wong
Julie Wright
Bernice Yeung
Burt Yin
Marcus Young

Organizations

1Closet
Acrisure LLC
ADIDAS
AIR CONDITIONED Lounge
AMAZON
American Online Giving Foundation
America's Best Local Charities
Ann Martin Center
Antique Row Cafe
Apollo Lodge 123
Armanino LLP
Barnes and Noble (El Cerrito)
Bernard E. & Alba Witkin
Charitable Foundation
Bernardo Winery
Berry Properties
Bradford Portraits
CALAVERA
California Surplus Line Association
California Trucking Association
- Bay Area Unit
California-Nevada United
Methodist Foundation
Callaway Golf Foundation
Carruth Cellars/Urban Winery
Casi Cielo Winery
CEC Entertainment, Inc.
Century Club of San Diego
Challenge Dairy Products, Inc.
Chamberlin Family Foundation
Cheesecake Factory
City National Bank
Coheart Giving Circle
Cohn Restaurant group
Community Foundation
of Greater Memphis
Community Health Charities
Contra Costa Regional Health Foundation
Costa Regional Health Foundation
Deloitte Oakland
East Bay Community Foundation
Ed Block Courage Award Foundation
El Macero
Excel Hotel Group
Faction Brewing
Fidelity Charitable Gift Fund
First Northern Bank
Fish Market Restaurants
Flagship Cruises & Events
Fort Ross Vineyards
Fremont Group Foundation
Gilead Sciences Inc.
Grande Colonial Hotel La Jolla
HBG Design
Hornblower Cruises and Events
- San Diego
Impossible Foods Inc.
In-N-Out
John Muir Health
John Steinfirfirst Family Fund
Kaiser Foundation Health Plan, Inc.

Kaiser Permanente
Kinkade Family Foundation
LaFayette Hotel
Law Offices of Schwartz & Storey
Lime Ventures
Loma Club
Los Rios District UMW CA/NV Conference
Lynnewood United Methodist Church
Metro Services Group
Modern Times Beer
Oakland Zoo
Oaklandish, LLC
Old Globe
Online Giving Foundation
Oriental Trading Company
Oshay Family Foundation
Pacifica Del Mar
Pala Casino Resort & Spa
Panera Bread
PayPal
Project Glimmer
Promises 2 Kids
Raiders
Rowley Portraiture
Sammy's Woodfired Pizza & Grill
San Diego Natural History Museum
San Diego Repertory Theatre
San Diego Symphony
San Diego Workforce Partnership
San Ramon Valley United Methodist Church
Save our Heritage Foundation
Schwab Charitable Fund
Silicon Valley Community Foundation
Subterranean Coffee
TANIUM
Taylor Memorial United Methodist Church
Terry Town
The Homebrewer
The Lafayette Ward
The Loma Club
The Rabbit Hole
The University Ward
Ticket to Dream Foundation
Tickets For Kids Charities
Toys for Tots
Town Kryer LLC
TRUIST
United Methodist Church of Los Altos
United Methodist Women
United Methodist Women Downs UMC
United Way of Greater Los Angeles
Upper Case Tea
Valkyrie Selections
Walker Foundation
Walnut Creek on Ice
Waypoint Public, Park & Recs
Wayside United Methodist Women
WD-40 Foundation
Winsor Kinkade
xMatters
York Creek Winery LLC
YourCause
Zachary's Chicago Pizza, INC



Leading The Way

Founded in 1891 as an orphanage in Oakland, California, today's Fred Finch operates over 20 programs in California including mental health, housing, education, and independent living services, providing a pathway to healing and self-sufficiency. Our 129-year history and strong track record have made Fred Finch Youth & Family Services a recognized leader in the treatment of children and families.



Main Offices



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3800 Coolidge Avenue
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San Diego (Regional Office)
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San Diego, CA 92131
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Contra Costa
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San Pablo, CA 94806
(510) 439-3130

San Mateo
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San Mateo, CA 94403
(650) 286-2090

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