



Annual Report

2025



“A society grows great
when people plant trees
whose shade they know
they shall never sit in.”
— Greek proverb



A MESSAGE FROM OUR LEADERSHIP

Dear Fred Finch Community,

As I reflect on another year of service at Fred Finch Youth & Family Services, I am struck by the remarkable resilience of the children, youth, and families we serve, and by the dedication of the staff, partners, and supporters who make this work possible.

For nearly a century and a half, our organization has been rooted in a simple but powerful belief: every young person deserves safety, stability, and the opportunity to thrive. That belief continues to guide us as we respond to the complex challenges facing youth today, particularly those navigating mental health needs, foster care, housing instability, and the many barriers that can stand in the way of wellbeing.

This year has been one of both reflection and forward momentum. Across our programs, our teams have continued to expand access to specialized mental and behavioral health services for children, youth, and transition-age youth, while strengthening the family and community connections that are so critical to lasting healing. Every day, our staff bring compassion, expertise, and perseverance to work alongside young people who are too often overlooked or underserved.

At the same time, we are preparing for the future of this organization. The strength of Fred Finch has always been its people; staff who are deeply committed to our mission, community partners who walk alongside us, and supporters who believe in the power of investing in young lives.

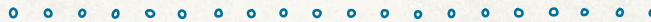
On a personal note, after more than four decades in children’s services, and over twenty years with this extraordinary organization, I am preparing to retire. These years reflect a sustained commitment to a mission that is both urgent and enduring: ensuring that every young person has the support of a caring family and community. I remain profoundly grateful to have served alongside such dedicated colleagues and partners. My career has been shaped by the belief that families—in all their forms—are essential to helping young people find stability, belonging, and hope.

The stories in this report are a testament to that belief. They reflect the courage of the young people we serve, the commitment of our staff, and the collective impact of a community that refuses to give up on its children.

Thank you for standing with us. Because of you, we remain rooted in our mission—and ready to rise for the future.

With gratitude,

Tom Alexander
President & CEO



Dear Friends,

It is a profound honor to serve as the new Board Chair of Fred Finch Youth & Family Services. I step into this role with deep respect for the organization’s legacy and an unwavering belief in our mission to support children, youth, and families throughout our communities.

This is significant moment of transition and opportunity for our Fred Finch family. We recently shared the bittersweet news of Tom Alexander’s retirement. We extend our deepest gratitude to Tom for his more than four decades of dedicated service and over twenty years of thoughtful leadership. His vision and commitment have shaped an organization that is deeply rooted in its mission and well-positioned for the future.

As we look forward, we also pause to honor the foundational pillars of our past. We reflect on the incredible life and legacy of John Steinfirst, whose passing marks a solemn moment for all of us. John’s influence on Fred Finch was immeasurable, and his spirit of service continues to inspire the work we do every day. I will forever be grateful to have known and served with him on this Board.

Guided by a commitment to the success and wellbeing of California’s families, the Board remains focused on sustaining strong leadership and supporting our incredible staff. Our goal is to expand our impact so that more young people can access the care and critical connection they deserve. A vital part of this comes from our heritage and community partners. Most notably, we have been heartened by the engagement of the United Methodist Church, particularly Board Members, Bishop Sandra Olewine and Revenue Sun Hee Kim. I am personally excited by the renewed energy of this partnership and the shared values that continue to power our work.

Our theme this year, “Rooted in Our Mission. Rising for the Future,” perfectly reflects our journey. We honor those who built this foundation while rising to meet the new opportunities ahead.

Thank you for your continued partnership and for standing with us in this important work.

With appreciation,

Lacy Vong
Board Chair



Rooted in Community. Rising Through Impact.



This year's [Annual Impact Celebration](#) was a powerful reflection of what it means to be *Rooted in Our Mission. Rising for the Future.*

Together with our community—partners, supporters, staff, board members, and families—we gathered to honor not only the progress we've made, but the lives transformed through our shared commitment to children, youth, and families.

We were incredibly proud to recognize our board member **Dr. Stuart Buttlair**, recipient of the [John F. Steinfir Community Award](#). A dedicated leader in behavioral health, Dr. Buttlair has spent decades advancing compassionate, equitable systems of care for children, youth, and families.

In his remarks, he captured the heart of our work: **"Fred Finch provides the care that others cannot. You remind us not only of what a humane and equitable system of care should look like, but of what is possible."**

That sense of possibility came to life through Xue, a former participant in our [Rising Oaks Transitional Housing Program](#). She shared her journey with honesty and courage—reflecting on a time marked by instability, uncertainty, and the challenge of navigating adulthood without a safety net.

Through the support of Fred Finch, she found more than housing—she found connection, guidance, and people who believed in her. What began as a search for stability became a turning point. With support and determination, Xue gained confidence, independence, and a renewed sense of purpose. Today, she stands as a powerful example of what's possible when young people are given the opportunity to heal, grow, and lead their own futures. As she shared, Fred Finch became **"a bridge between surviving and thriving."**

Read & watch Xue's full story: [From Surviving to Thriving – Xue's Journey with Rising Oaks](#)

Moments like these reflect the power of investing in young people—not only meeting immediate needs but building futures.

Powered by the collective generosity and dedication of our donors, sponsors, partners, board members, and staff, the funds raised are already expanding access to care and strengthening programs for children, youth, and families. Because of this shared commitment, we are not only sustaining our mission—we are rising to meet the future.

Be Part of What's Next: Your support makes stories like Xue's possible. [Give today.](#) [Volunteer.](#) [Partner with us](#)—and help create lasting change for generations to come. *We hope to see you at our Annual Impact Celebration this September.*

HONORING A LASTING LEGACY: JOHN F. STEINFIRST FORMER PRESIDENT & CEO | EMERITUS LEADER

John F. Steinfir's legacy is deeply woven into the fabric of [Fred Finch](#). Through decades of leadership—and continued service as an Emeritus Board Member—he helped shape the organization into what it is today, expanding its reach, strengthening its mission, and championing care for children and families who need it most.

His vision extended beyond programs to people. He believed deeply in the power of community and the importance of recognizing those who dedicate themselves to others—an ethos that led to the creation of our [Annual Impact Celebration](#) and the Community Award that now bears his name. An honor he helped pioneer, it stands as a lasting reflection of his commitment to recognizing those who rise in service of others. This year, we were proud to carry that legacy forward in his memory.



1940 - 2025



Though he is no longer with us, his influence remains ever-present—in the lives changed, the systems strengthened, and the future we continue to build. His legacy carries forward.



Advancing the Future of Wraparound Care *Rooted in Our Mission. Rising for the Future.*

At [Fred Finch](#), our work has always been rooted in a simple but powerful belief: **families are the foundation for healing, stability, and long-term success**. For more than 130 years, we have partnered with children, youth, and families navigating complex challenges—meeting them where they are and building pathways forward together.

Across California, wraparound services are one of the many ways we bring this commitment to life—providing coordinated, family-centered care tailored to the unique strengths, needs, and goals of each family.

A Family's Journey from Crisis to Confidence

When a 17-year-old youth entered [Specialized Wraparound](#)—a **highly individualized, family-centered, team-based approach supporting youth and families at home, in school, and in their community**—he and his family were in crisis. Years of unresolved trauma had led to escalating challenges—self-harm, suicidal thoughts, emotional breakdowns, and conflict at home.

After cycling through multiple programs without success, the family felt exhausted and unsure where to turn next.

Through our wraparound services, a dedicated team began working alongside the youth and his parents—building trust, creating space for honest conversations, and helping the family better understand the impact of trauma on their daily lives.

Using a combination of behavioral strategies, sensory-based interventions, and trauma-informed care, the team helped the youth recognize and regulate his emotional responses. At the same time, his parents were supported with tools to create a more stable and responsive home environment.

Over time, small shifts led to meaningful change. Conversations that once escalated became opportunities for connection. The youth began expressing his emotions more openly, while his caregivers' gained confidence in how to support him.

Together, the family moved from a place of crisis to a shared sense of stability—and a new understanding of themselves **not as victims of their experiences, but as resilient individuals capable of growth**.

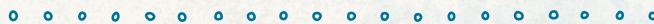
By the end of the program, the transformation was clear. The family was re-engaging with their community, exploring new activities, and navigating challenges with greater confidence.

For the youth, the change was deeply personal. When asked what he would carry forward, he shared three affirmations he now lives by:

“ **I am safe. I am in control. I have support.** ”

This is the impact of [Wraparound care and family services](#) across our programs and services—supporting children, youth, and families.

Our Wraparound programs including [Specialized Wraparound](#), [Wrap Connections](#), and [East Bay Wraparound](#) are each designed to meet families at different points along their journey and offering a distinct level of support, from intensive wraparound services to expanded access and community-based care. Families in our programs receive highly individualized, community-based support designed to stabilize youth in their homes, strengthen family relationships, and build long-term resilience. Services are delivered by multidisciplinary teams and grounded in evidence-based practices, ensuring care is both comprehensive and effective.



Our Wraparound programs are grounded in the evidence-based principles of High-Fidelity Wraparound, a model that is expanding across California to ensure care is delivered with **consistency, quality, and accountability** for every family we serve. Guided by core principles—including family voice and choice, individualized and strengths-based care, team-based collaboration, community-based supports, culturally and linguistically responsive services, unconditional care, and a focus on outcomes—our approach ensures that services are tailored to each family and coordinated across all areas of a young person's life.



This work is made possible by a culturally diverse, highly skilled workforce that reflects the families we serve—bringing cultural, linguistic, and lived experience, with team members who have lived experience serving as integral members of our multidisciplinary Wraparound teams. This diversity strengthens connection and trust with the families we serve. Whether supporting youth with complex developmental and mental health needs, expanding access through county partnerships, or serving families at risk of out-of-home placement, our approach remains consistent: meet families where they are and build sustainable paths forward.

This work is not only transformative—it is measurable.

In the past year, **92% of participants** in [Specialized Wraparound](#) reached or partially reached their treatment goals, significantly exceeding program targets and reflecting continued growth from the previous year. Nearly **all participants—97%**—remained in the most appropriate, least restrictive setting six months after discharge, demonstrating lasting stability beyond services.

Outcomes also show meaningful progress in both strengths and needs. Most participants improved across multiple life domains, with **many building resilience and increasing their ability** to navigate challenges over time. Families themselves are also leaving services stronger—92% were able to independently develop and implement a safety plan at discharge, reflecting increased confidence and long-term sustainability.

As we continue to grow, [Fred Finch](#) is advancing its impact through strategic expansion, including an expanded partnership with Kaiser Permanente in Northern and Southern California, as well as with Regional Centers across multiple regions—extending access to coordinated, high-quality Wraparound care for families with complex behavioral health needs. By strengthening partnerships across regional centers, counties, and healthcare providers, we are expanding our reach and deepening our impact across communities.

This work positions [Fred Finch](#) as a **leader in the evolution of Wraparound services**—demonstrating what is possible when services are delivered with fidelity, grounded in evidence, and centered on the strengths of families.

Rooted in our mission and rising for the future, we are committed to building stronger families, healthier communities, and lasting change for generations to come.

Even in times of transition and change, our mission remains constant as we continue to evolve—expanding programs, strengthening partnerships, and investing in the people and practices that make this work possible. The impact of what we build today will extend far beyond this moment, reaching children, families, and communities for generations to come.

Rooted in Community. Rising Through Collective Action.



At [Fred Finch](#), this belief lives at the heart of our work. Every day, we invest in children, youth, and families—knowing that the impact of that investment will extend far beyond this moment.

Volunteers are an essential part of that vision.

Whether through hands-on campus projects, enrichment activities, or team-based service days, **volunteers help create spaces of healing, connection, and possibility**. From gardening and painting to assembling welcome baskets, each act of service helps build stronger foundation for youth and families we serve.

We are always seeking **corporate and group volunteers** to engage more deeply in this work. Organizations can come together for customized service experiences that not only strengthen teams but also make a meaningful and lasting impact. We welcome large groups and partner with organizations to create volunteer experiences aligned with your goals and values.

Because what we build together today will shape the future for generations to come.

Join us—**volunteer, give, or partner with us** to help create lasting change.

[Volunteer](#)

[Donate](#)





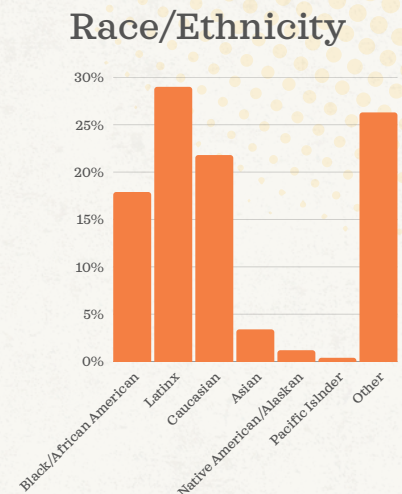
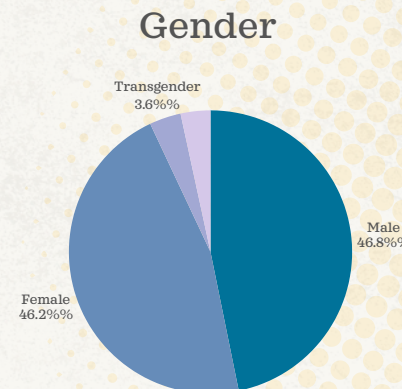
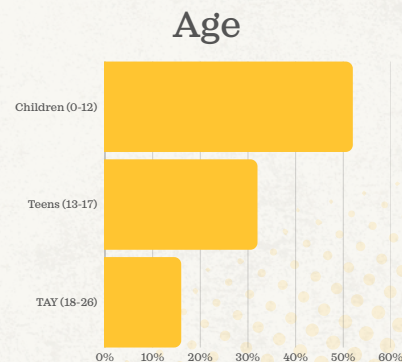
Consolidated Statement of Financial Position

For the Fiscal Year ending June 30, 2025

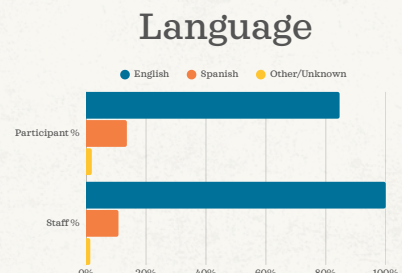
Assets	2025	2024
Current Assets		
Cash and cash equivalents	4,884,682	4,182,743
Restricted cash	1,248,956	1,216,380
Accounts receivable, net	13,281,538	12,745,022
Prepaid expenses, deposits and other assets	652,250	813,183
Total current assets	\$ 20,067,426	\$ 18,957,328
Noncurrent Assets		
Investments held in perpetual trust by bank	107,220	98,565
Beneficial interest in charitable remainder trust	380,214	363,003
Marketable securities	2,326,786	2,830,529
Construction in progress	871,927	736,919
Operating lease right-of-use assets	3,214,858	3,181,609
Property and equipment, net	8,071,970	8,425,415
Total noncurrent assets	\$ 14,972,975	\$ 15,636,040
TOTAL ASSETS	\$ 35,040,401	\$ 34,593,368
Liabilities and Net Assets		
Current Liabilities		
Accounts payable and accrued liabilities	4,066,683	3,399,944
Advances and overpayments	1,506,431	999,887
Current portion of operating lease liabilities	806,774	739,626
Line of credit	1,500,000	-
Total current liabilities	\$ 7,879,888	\$ 5,139,457
Noncurrent Liabilities		
Lease liability, net of current portion	2,483,680	2,450,431
Long-term debt, net	8,925,388	8,759,060
Total noncurrent liabilities	\$ 11,409,068	\$ 11,209,491
TOTAL LIABILITIES	\$ 19,288,956	\$ 16,348,948
Net Assets		
Without donor restrictions	11,953,747	14,737,802
With donor restrictions	3,797,698	3,506,618
Total net assets	\$ 15,751,445	\$ 18,244,420
TOTAL LIABILITIES AND NET ASSETS	\$ 35,040,401	\$ 34,593,368

4,492

People Served in FY '25



Expenses	2025	Revenues	2025
Program Expenses	36,993,438	Local Contracts	32,505,406
Support Services	9,460,319	Federal Contracts	1,745,241
Total Expenses	\$ 46,453,757	State Contracts	6,200,404
		Contributions	363,625
		Investment Income	483,328
		Miscellaneous Income	3,082,726
		Total Revenue	\$ 43,960,782



Our Donors



We are deeply grateful to the individuals, businesses, and organizations whose support powers our work. Just as one drop alone cannot form an ocean, it is through the collective contributions of many that we are able to make a profound difference in the lives of those we serve.

Join us in shaping a brighter future for 2026. Your support helps us continue providing critical services to those who need them most.

Individuals

Elizabeth Adeyi
Tom & Karen Alexander
Mark Alexander
Jamie Almanza
Jennifer America
Lisa Anich
Michael Badalov
Tom Bates
Kathryn Beeley
Sierra Black
Benjamin Blake
Rohit Bordia
Mark Borsuk
Mark Bostick
Lance Brady
Loretta Breuning
Alden Briscoe
Steven Brook
Stuart A. Buttlair
Regina Cantrell-Kinzfogel
Mark Chekal
Michael Chinn & Mari Kay Breazeale
Katherine Coleman
Susan Comber
Jessica Corzo
Susan Ruth Dague
Jon & Catherine d'Alessio
Roger Daniels
Shelby De La Ossa
Mike Demerath
Matt DeWolf
Patrick Donnelly
Paul Dow
Eric Dyce
John Entreklin
Amanda Farrell
Susanna Feusi
Amirah Fields
Dianne Fishwild & Ric Hulett
Leslie Forman
Annie Freccero
Oscar Fricke
Samantha & Scott Fryer
Rose Garcia
Alberto Garcia López
Carol Gilliland
Barbara Glaze
Sharon Goodman
Kari Goodman
John Goward
Marian & Roger Gray
Owen & Marianne Gray
Adam Greco
Gary Haber & Barbara Luttig-Haber
Eva Hadley
Sinoi & John Hall
Scott Hardy
Elizabeth Harwood

Lorna Hayden
Martha Heath
Julie Henderson
Anna Henderson
Roger V. Hoffman
Fabriane Hudson
Morgen Humes
Duane Jackson
DeVera Jackson Garber
Kathleen Jamison
Gregori Jenkins
Elisabeth Jewel
Brad Johnson
Donald & Carole Johnson
Desiree Kane
Larry & Fran Kaplan
Chris Keane
Patricia & Gregory Keller
Greg Kershaw
Andrea Kiefer
Kevin Kilty
Dong Kim
Krissy Kinneer
Judith Klinger
Gerald Kosko
Kyle Lally
Richard Lanzerotti
Peter Leary
Erin Lemos
Jason Lenore
Amanda Lien
Shin Mei Lo
Rita Look
Swaraj Teja Machiraju
Matthew Madaus
Maya Madsen
Susanna & Bradley Marshland
Peggy Martin
Linda Martin
David McGrew
Ryan McMurray
Carol Ann & Gregory Meyer
Rachel Michaelson
LisaMarie Miramontes
Gustavo Morales
Kevin & Gail Murphy
Richard Newacheck
Michael Oddo & Jennifer Hyde
Abimbola Odusan
Opeoluwa Odusan
Daniela Ogden
Eve Ogden
Stella Ogunnaike-Lasisi
Jennifer Olson
Jennifer O'Neal
Abimbola Opaleye-Oluwo
Alex Park
Swetha Patnaikuni
Katie Percy
Melody Phipps
Robert Pizzi

Megan Probasco
Michael Proto
Venkat Ramakrishnan
Elisa Ramirez
Elizabeth Reno
Beth Reno
Drew Robarts
David Roberts & Elsie Lee
Mary Lou Robinson
Nancy & Paul Roesch
Karlise Rubcic
Edward Rusnak
Ranjit Sabharwal
Machelle Sabir
Elizabeth Sandidge
Marty Scherstuhl
Tamara Schroeder
Caroline Sedgwick
LaVera Seymour
Rebecca & T.J. Shankland
Jennifer Sheldon
Virginia & Wade Sherwood
Don & Mandy Sherwood
Nancy Skinner
Maria Sky
Isabel Smith
Susannah Sodipo
Joan Sorensen
Elyin SotoArnold
Bruce Soublet
Dave Starr
Katrina Steffek
Richard & Diane Stein
John F. Steinfirst
Jessie Stephens
Anne Marie Stevens
Carole Strauss
Julie Stuhr & Conrado Dominguez
Rachael Szlemp
Michelle Tagliaferri
Margaret Taleb
Mariana Torres
Aracelis Torres
Loreena Trotter
Sedrick Tydus
John Vidano
David Vliet
Larry Vollintine
Lacy Vong
Victoria Wake
Jim Walls & Beth Coppedge
Walls
Richard Walter & Susan Suzuki
Michael Ward
Nancy Waring
Dean & Dorothy Weirtz
Bekki Lee Wendt
Bruce Wexler
Fran Wickner
Matt Williams

Amy Wise
Olivia Woodford-Berry
Nancy Wright
Marya Wright
Tiffany Yee
Marcus & Sarah Young
Rachel Zenner

Organizations

A Loveable Feast
Acrisure Insurance Services
Adidas
American Online Giving Foundation
Ameriprise Financial Services, Inc.
BackSwing Golf Events, Inc
Bright Funds
California-Nevada United Methodist Foundation
CalOES
Catholic Charities of Santa Clara
Cesarina & Elvira
Charities Aid Foundation American
c/o Cybergrants LLC
City Cruises
City National Bank
Community Foundation of Greater Memphis
Danville Congregational Church
Dimond Improvement Association
Downs Memorial United Methodist Church
East Bay Community Foundation
EBA&M
Ed Block Courage Award Foundation
eLiveLife
Ethan Dallas Hopeful Hearts
Falck Northern California Corp
Fidelity Brokerage Services
Fidelity Charitable
Flag Ship Cruise
Foundation for Developmental Disabilities
FreeWill Impact Fund
GiveButter
Grapevine Giving Foundation
Integra Golf
Jackson Healthcare Charities
Jeffrey Scott Advertising, Inc.
John Muir Health
Kendra Scott
Kiwans Club of San Diego
Maya's Cookies
Metro Services Group
Mutual of Omaha
NAI Real Estate
Northwest Community Credit Union
PB Surf Shop
Pivot Image Consulting
Point Loma Sports Club

Pure Storage Inc.
RBACA Enterprises, Inc.
Rose Bowl Parade
S5 Foundation
San Diego Padres
San Diego Whale Watch
San Diego Zoo
Schwab Charitable Fund
SD Crawling
Sierra Health Foundation
Temecula Olive Oil
The Blackbaud Giving Fund
The Fremont Group Foundation
Ticket to Dream Foundation
Trader Joe's
UKG
United Methodist Women
Marysville
United Methodist Women of Los Altos
USS Midway Museum
Wayside United Methodist Women
Woodstock Pizza

Rooted in Community. Rising Together

For more than 130 years, Fred Finch has been a place of hope, resilience, and transformation. Founded in 1891 as an orphanage in Oakland, we have grown into a leading provider of behavioral health, education, and community-based services—supporting children, youth, and families across California.

This legacy grounds us.

Our mission remains rooted in meeting families where they are, honoring their strengths, and walking alongside them through life's most complex challenges.

At the same time, we continue to evolve. As the needs of our communities change, we expand access to care, strengthen partnerships, and advance practices that better serve those who rely on us. We invest in our people, deepen our impact, and build relationships that prepare us for the future.

Because the future calls for more—more access, more innovation, and more opportunities for every child, youth, and family to thrive.

Together with our partners, supporters, and community, we are rising to meet that future — rooted in community and rising together.



Fred Finch Youth & Family Services partners with people and communities to provide culturally responsive services that cultivate mental and physical resiliency and wellness.

Board of Directors

LACY VONG
Chair

BRUCE SOUBLET
Vice Chair

DAVID MCGREW
Treasurer

KARI GOODMAN
Secretary

STUART BUTTLAIRE

DUANE JACKSON

GREG KERSHAW

ELISABETH JEWEL

MAYA MADSEN

YULIYA RZAD

MARIANA TORRES

RACHEL ZENNER

BISHOP SANDRA OLEWINE
Ex-Officio

REVEREND SUN HEE KIM
Ex-Officio

RICHARD WALTER
Emeritus Member

Executive Team

THOMAS N. ALEXANDER, LCSW
President and Chief Executive Officer

TERESA CHAPA, PhD, MPA
Vice President of
Government Affairs & Special Initiatives

SANDRA DALIDA
Chief Financial Officer

DESIRÉE KANE, LCSW
Vice President of Clinical Affairs

EUNICE MCFARLAND
Vice President of Human Resources

LAURA MCCLARIN, LMFT
Vice President of Program Operations

DANIELA OGDEN
Vice President of
Development & Communications

TIMOTHY TRICKETT-ROBLES
Chief of Staff



Main Offices

Alameda (Regional Office)
3800 Coolidge Avenue
Oakland, CA 94602
(510) 482-2244

San Diego (Regional Office)
8787 Complex Drive Suite 300
San Diego, CA 92123
(619) 797-1090

Contra Costa
2523 El Portal Drive Suite 201
San Pablo, CA 94806
(510) 439-3130

San Mateo
126 West 25th Avenue Suite 200
San Mateo, CA 94403
(650) 286-2090

Visit Us At FredFinch.Org Or Follow Us:



@FredFinchYouthandFamilyServices



@WeAreFredFinch



@WeAreFredFinch



Fred Finch Youth & Family Services