



The Fred Finch Bulletin Quarterly Newsletter

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Fred Finch 8th Annual Impact Celebration 2023: An Unforgettable Success!

Our **8th Annual Impact Celebration** fundraising event, held on **September 30, 2023** was an **unforgettable success!** The evening was a testament to the unwavering support we receive from our amazing community.

Heartfelt gratitude goes out to our dedicated board members, hardworking staff, exceptional supporters, sponsors, and generous donors, including those who joined us via Facebook Live, making the Impact Celebration 2023 a resounding success.

Your contributions enabled us to raise crucial funds, supporting and providing culturally responsive services that cultivate mental and physical resilience and wellness for our participants and their families.

During the event, we were deeply moved by the inspiring story from the family of a former participant the [New Yosemite program](#). With the partnership of Fred Finch staff, the participant and their family learned new skills that helped reduce stress and conflicts, giving them newfound hope and peace.

The evening was also a special tribute to our colleague, **Fred Atkins**, the **recipient of the John F. Steinfirst Community Award**, who has dedicated over three decades to working with kids in our [Avalon residential program](#). His commitment has left a lasting impact on thousands of families.

If you were not able to join us or participate in this year's event, we hope you can join us next year! Your support and dedication make a significant difference for our organization, participants, their families, and the community we serve.



Fred Finch Unveils Updated Mission Statement!

Fred Finch Youth & Family Services (FF) proudly announces the official update of our agency's mission statement:



"Fred Finch Youth & Family Services (FF) partners with individuals and communities to provide culturally responsive services that cultivate mental and physical resilience and wellness."

This new and improved statement is in alignment with our strategic plan process and a collaboration of FF leadership and our board of directors to emphasize our commitment to delivering high-quality care to participants and their families with a focus on cultural sensitivity and responsiveness.

To learn more about our Strategic Plan and priorities, we invite you to click here: [Link to Strategic Plan](#).

We sincerely appreciate your dedication to our shared mission and look forward to the continued success for our participants, families, and the community we serve.

Celebrating Dedication and Excellence: Exceptional Joint Commission Results!

Earlier this summer, we achieved another outstanding milestone with a survey conducted by [The Joint Commission \(TJC\)](#). This accomplishment validates our commitment to meeting rigorous standards and earning the stamp of approval for providing the highest standard of care for our participants. We **couldn't have reached this milestone** without the unwavering dedication and excellent service delivery of staff across all programs.

In the words of Desirée Kane, Senior Director of Continuous Quality Improvement (CQI), **"Our remarkable success is a direct result of your collective efforts—both in-the-moment during the survey and over the years as you've actively participated in building robust systems for the delivery of high-quality care, treatment, and services."**



Inside the Comprehensive Classification and Compensation Study Process

In alignment with [our core values of equity and inclusion at Fred Finch](#), the leadership team, with the full support of the Board of Directors, contracted the Gallagher Company to conduct a comprehensive Classification and Compensation Study, to help us develop and implement an equitable classification system that supports the work we do to achieve our mission and vision.

Commencing in 2022, the classification phase of the study involved a meticulous review of each role within the agency, seeking accurate and descriptive information about the work performed by our employees in every position. The overarching goals of this classification study were to:

- Develop a clear, consistent, and sustainable classification system that promotes internal and external equity
- Develop a career paths and foster career opportunities within our agency
- Attract and retain qualified individuals

Recently, the first phase of the compensation portion of the study concluded successfully, marking a significant milestone in our commitment to fair and equitable compensation, ensuring equity, fair pay, and sustainability for everyone involved.

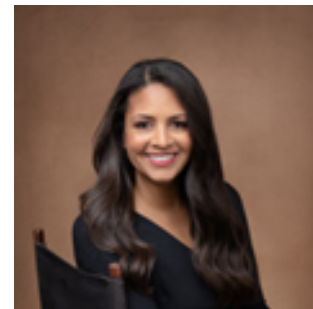
This comprehensive study ensures that our employees are compensated fairly, aligning with a wage scale that considers similar roles within our organization and across the broader spectrum of nonprofit and for-profit entities. This strategic investment in our workforce is pivotal for maintaining competitiveness in recruiting and retaining talented individuals. It ensures that all positions are accurately categorized and compensated using a standardized scale, adhering to the best industry practices and promoting an equitable work environment for all.

The implementation of this equitable pay scale reinforces our resolve to fostering a workplace that values everyone, promotes equality, and supports the overall well-being of our staff. We are excited to share this important milestone and positive step forward as we pledge to continue our commitment to fair compensation practices.

Fred Finch Welcomes New Board of Directors

Fred Finch warmly welcomes three remarkable individuals who have joined our **Board of Directors** this year. Their wealth of experience, passion for our shared mission, and commitment to making a positive impact in the lives of youth and families align seamlessly with the values that drive our organization.

Meet Maya Madsen, the Founder and CEO of Maya's Cookies based in San Diego CA. The company was founded in 2015, and prior to that, Maya spent 30 years in the fitness Industry as a trainer and Corporate Fitness Coordinator. Maya enjoys being an active member of the community using her platform as Founder/CEO to support the underserved with employment, internships, mentoring, and educational opportunities.



Meet Mariana Torres, LCSW, a senior program officer with CHCF's People-Centered Care team, dedicated to ensuring responsive, comprehensive, and coordinated care for Californians, particularly those enrolled in Medi-Cal. Mariana's expertise lies in optimizing the behavioral health delivery system. With a background in primary care and specialty mental health care delivery, she previously served as a healthcare leader at Contra Costa Regional Medical Center & Health Centers. Mariana has 20 years of experience providing services to Alameda and Contra Costa County's most vulnerable populations. Born and raised in Bakersfield, California, she holds a bachelor's degree in human development from the University of California, Davis, and a master's degree in social work from Cal State East Bay.



Meet Rachel Zenner, a seasoned professional with over 20 years of experience in government affairs. Currently serving as the Senior Director of Government Affairs at Molson Coors Beverage Company, Rachel oversees legislative and regulatory affairs in California and eight other Western States. Her extensive background includes working for elected officials and contributing to corporate government affairs. Rachel has also worked in government affairs at Kaiser Permanente and the Albertsons Companies. Residing in Contra Costa County, she holds a Master's Degree in Public Policy and Administration from Columbia University and a Bachelor of Arts in History from the University of Wisconsin-Madison.



Each of these dedicated individuals brings a unique perspective and invaluable expertise that will undoubtedly contribute to the continued success of Fred Finch Youth & Family Services. Visit our website to learn more about their diverse background and experience: [Board of Directors](#).

As we extend a warm welcome to our new members, we also want to express our deepest gratitude to our existing Board of Directors. Your unwavering dedication, countless hours of time, talent, and commitment have played a pivotal role in the success of our organization. Together, you form the backbone of our leadership, driving innovation and effective services that positively impact our community. Your partnership is truly invaluable, and we look forward to the continued collaboration that will shape the future of Fred Finch. Here's to another year of making a difference together!

Empowering Futures: Fred Finch Board Approves Another Round of Degree Assistance Program (DAP) Funding!

At Fred Finch, our steadfast commitment to fostering the personal and professional growth of our valued employees takes center stage. This commitment is evident in one of our most effective initiatives – the exceptional [Degree Assistance Program \(DAP\)](#).

DAP offers employees the opportunity to apply for financial assistance for educational pursuits. With the unwavering support of our Board of Directors, who actively participate in interviews, selection and approvals, the program has had a tremendous success. This year, DAP has expanded its eligibility and qualifications beyond the clinical field, but also job-specific certifications and programs. To be eligible for assistance, an employee must have worked for Fred Finch/CARES for six months or more and received a satisfactory performance evaluation, reflecting our belief in the continuous professional development and upward mobility for every employee.

DAP is a crucial component of our 'Grow Our Own' strategy, designed to cultivate talent from within our organization. It mirrors our commitment to inclusivity, recruitment, and retention as we strive to attract a new generation of mental health workers and beyond.

DAP **provides financial scholarship support of up to \$10,000**. Over the years, DAP has transformed the lives of our dedicated employees, enabling them to give back to our participants and community while achieving their higher education goals.

Awardees of the latest round that concluded in November 2023 are being finalized and will be announced soon.

To learn more about the program and explore inspiring stories of our recipients, visit the following link: [Degree Assistance Program](#)



Our latest Podcast Episode features Coolidge Court - A Home for Healing and Growth

We are excited to share our latest episode of our **On the Wire with Fred Finch** podcast: [Coolidge Court: A Home for Healing and Growth](#). Join us on this inspiring journey of resilience, where we explore the transformative power of our work and share the heartwarming success stories of Coolidge Court's residents. [🎧 Listen Now](#)

And experience firsthand the profound impact of support, stability, and a sense of community on the lives of our participants. Your ongoing support is key to creating real change in the lives of our participants, their families, and the community.

Amidst California's significant homelessness, [Coolidge Court Housing Program](#) stands as a symbol of hope and resilience. The stories featured in this episode shed light on the extraordinary impact on our young adults, highlighting the resilience of foster youth. With remarkable support, a sense of peace, and growth, they find a home here, especially those with disabling conditions. As one resident shares, **"Being here at Coolidge Court has given me the space to redirect what I consider success. When I cook for myself, it's not just about preparing a meal—it's a big deal. It's a way of showing myself respect, and I count those little things as success."** - Coolidge Court Resident

Sharing these stories amplifies the message of hope and showcases the positive outcomes made possible through your continued support. Become a beacon of hope for our community by sharing this episode with your network.

[🎧 Listen to the episode now](#) & explore entire series and get inspired by the remarkable stories [HERE](#)

Thank you for your unwavering support, which makes these impactful stories possible.



Fred Finch CARES Introduces Enhanced Care Management (ECM) Program!

Fred Finch is excited to introduce our latest program, **Enhanced Care Management (ECM) Program**, operating under the umbrella of Fred Finch CARES. With a cross regional services delivery model in both Northern and Southern California, **ECM is a comprehensive care coordination benefit launched in July 2023 under CalAIM, focusing on children and youth in our communities.** This program adopts a Whole Person Care Approach to healthcare, delivering physical, behavioral, emotional, and social services to enhance care coordination and health outcomes, recognizing the crucial interplay of various factors.

Families enrolled in our ECM program undergo a thorough assessment, incorporating the Social Determinants of Health, allowing us to tailor our services to meet each family's unique needs. Each family is assigned a dedicated care manager, highly trained to provide a wide array of services, including care coordination, outreach and engagement, health promotion, comprehensive transitional care, linking families to services, advocacy, and access to resources. Our care managers serve as consistent support, guiding and educating participants and their families on navigating the continuum of care.

Under the leadership of **Senior Director, Dr. Cristobal Hernandez**, our ECM program is meticulously designed to meet children and youth precisely where they are, serving as a potential catalyst for positive change. As the program continues its rapid expansion, fueled by the unwavering dedication of our passionate team members committed to making a meaningful difference in the lives of our youth and their families, our goal intensifies. We aim not only to eliminate barriers faced by many families but also to seamlessly coordinate services for them. Our overarching objective is to widely disseminate this profoundly impactful program to as many qualifying children, youth, and families as possible, ensuring that it becomes a beacon of hope and support for communities across California and beyond.

Our team is inspired by the remarkable success stories and positive feedback we receive daily, illustrating the tangible impact of ECM. Through this program, we've connected families with crucial financial resources, facilitated access to healthcare, assisted with transportation, interpretation, and advocacy, coordinated comprehensive care, and even offered urgent supplies for families in need. These stories exemplify the transformative influence ECM has, making a genuine difference in the lives of those we serve.

Reflecting on the profound impact of the program, Dr. Hernandez expressed, **"Being part of the ECM program, with a specific focus on children and youth, is an immense honor for me. I am motivated by the immediate impact it has on families within our communities. I genuinely believe that this is the driving force behind our ECM team's passion and commitment. Having grown up in a very rural part of California, where most families were agricultural field workers and predominantly monolingual Spanish speakers, I understand the challenges they face. Language, coupled with a lack of knowledge on accessing or advocating for resources, was a significant barrier. Our ECM program plays a crucial role in helping families overcome such barriers, and I take great pride in contributing to its success."**

As the program gains momentum, ECM is making great strides across both regions, and we are thrilled about the positive changes it has brought so far, as well as the significant impact it is having on the lives of our participants and the community at large. For more information, eligibility criteria, and referrals, please feel free to reach out to Cristobal Hernandez at

CristobalHernandez@fredfinch.org



Appreciation for Generous Grants, Partnership & Donations

This year, we have experienced remarkable generosity from various organizations and individuals, receiving numerous generous offers. These grants, partnerships, and donations provide us with a unique opportunity to extend our influence and steadfastly pursue our mission of creating a positive impact in the lives of the individuals and families under our care.

We are especially grateful and would like to spotlight two of these exceptional partnerships that play a pivotal role in amplifying our community outreach:

Kaiser Permanente Partners with Fred Finch to Establish New Recreational Facility & Crisis Residential Treatment Program!

We're thrilled to share that we've secured grant funding from Kaiser Permanente to create a **New Recreational Facility and an 8-bed Crisis Residential Treatment Program** on our Oakland campus. This significant initiative and collaboration aim to positively impact children, youth, their families, and our entire community, especially those impacted by autism. This groundbreaking project comes to fruition through a collaborative effort with our esteemed partner, Kaiser Permanente. Together, we are forging a path towards a brighter future for the communities we serve and advancing our shared mission.

Eager to learn more? Dive into the details in our [joint statement video](#), revealed at our 8th Annual Impact Celebration. For continuous updates and comprehensive information about our work, visit our website: [Fred Finch - Our Work](#). Stay tuned as we embark on this transformative journey together!



Rising Harte Wellness Center Receives COVID-19 Mitigation Grant!

We're delighted to share that our very own [Rising Harte Wellness Center \(RHWC\)](#), a Federally Qualified Healthcare Center located on our Oakland Campus, has been granted a COVID-19 Mitigation Project grant by [The Center at Sierra Health Foundation](#) in collaboration with the Department of Health Care Services.

This funding will significantly enhance RHWC's outreach to the communities we serve, offering expanded educational initiatives and testing opportunities to ensure safety. For detailed insights into the project, explore: [The Center Announces Newest COVID-19 Mitigation Partners](#).



Join the Cause by Empowering Lives with Your Donation Today!

Your contribution can make a meaningful impact on the lives of our participants, their families, and our communities in need. If you wish to support our mission, consider making a donation today through our secure online giving page at [CLICK HERE](#) or simply scan the QR code

Your generosity plays a vital role in sustaining the critical services we provide for our community. Together, we can inspire hope and create positive change.

Thank you for believing in our mission!



Make a difference: Start a Rewarding Career with Us!

The holidays are a busy yet wonderful time to explore a fulfilling career. If you or someone you know is looking to switch careers, look no further. We're actively seeking dedicated individuals to become part of **our mission-driven, diverse, and inclusive workforce, bringing their unique perspectives to help shape a brighter future for youth, their families, and the community.**

We Are Hiring!
Join Our Dynamic Teams Serving At-Risk Children & Youth

- 21 days of Paid Time Off (initially) and 9 paid holidays
- Medical, Dental, and Vision insurance
- 401(k) plan - 6% employer match
- Flexible Spending Account
- Employer paid life insurance
- Employee Assistance Program
- Monthly Flex Benefit of \$150
- Qualifying Employer for Federal Student Loan Forgiveness
- Fred Finch Degree Assistance Programs (\$10,000 scholarships)
- Free Continuing Education Units
- Bilingual Stipends
- Supervision toward licensure
- Flexible work schedules

To Learn More, Scan the QR Code Below!

FredFinch
Youth & Family Services

For more information, please contact recruiter@fredfinch.org

What's more? We offer **competitive and equitable salaries, generous benefits, and opportunities for professional growth and development**, all while contributing to our diverse community.

Make a meaningful impact every day - view open positions and apply today: through the following link: career page [HERE](#)

**TOP
WORK
PLACES
2023**

FredFinch
Youth & Family Services

San Francisco Chronicle

**Fred Finch Youth & Family Services
is a 2023 Top Workplace!**

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 132-year history and strong track record have made Fred Finch Youth & Family Services a recognized leader in the treatment of children and families.



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