

# FredFinch

Youth & Family Services

## Annual Report 2023



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“Let us make our future  
now, and let us make our  
dreams tomorrow’s  
reality.”

-Malala Yousefzai

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# DEAR FRIENDS OF FRED FINCH



Any longtime supporter of Fred Finch knows that our agency is no stranger to vital transformation. Founded as an orphanage on the eve of the twentieth century, Fred Finch has morphed through many iterations according to the needs of the times, our community, and the young people and families that we serve. In 2024, Fred Finch continues to change and grow in our new and persistently complex era.

We recognize the ongoing ramifications of the COVID-19 pandemic. The way that we provide services for some of our programs has been altered, and there is an ongoing crisis around mental health for young people today- the need for supportive and healing engagement with kids is greater than ever. In fact, in 2021, the U.S. Surgeon General declared the children's mental health crisis a national emergency. Fred Finch is working to combat the ongoing mental health crisis experienced by our participants, and the spikes in depression, anxiety, co-occurring substance use, and suicidality among children and youth. We continue to invest in high quality training and clinical supervision. Our continuous quality improvement ensures that participants, families, and communities receive the highest caliber of evidence-based services to address these conditions.

This year, we are especially proud of the continued growth of innovation and programs that have positive impacts. Most significantly, our partnership with Kaiser Permanente to design and build eight crisis residential beds on our Oakland campus, as well as a new recreation center that will not simply serve our campus, but the community around us. This partnership represents a unique opportunity to transform our campus, ensuring our residential programs are state-of-the-art, and recasting our campus as even more of a hub in our Oakland community.

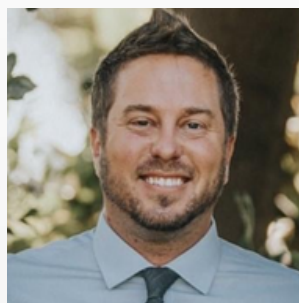
Fred Finch, internally, continues our practical transformations to stay on the cutting edge of service provision. We engage in significant work in justice and equity and are committed to keeping our services culturally relevant through expanded language capacity, cultural responsiveness, and trauma-informed practices. We are working to evolve our compensation practices with an eye to competitiveness, class and equity, with the goal of fairly compensating the critical work done by all our employees, current and future.

With this flexibility and willingness to transform foremost on our minds, we remain committed to serving those most vulnerable in our communities- families and young people impacted by behavioral and developmental challenges, trauma and the side effects of poverty. We remain steadfast in recognizing and capitalizing on their strengths and charting a healing pathway together. The changing landscape will necessitate transformation of our programs into new forms and new practices- but we at Fred Finch have always embraced innovation and required response to changing community needs. Your backing is a critical piece of what makes Fred Finch a successful partner to so many children and families across California- we look forward to your continued involvement and support through 2024.

Sincerely,

Tom Alexander, President & CEO

Greg Kershaw, Board of Directors Chair



# Transforming Lives Across California: A Look at Our Impact

Our 8th [Annual Impact Celebration](#) fundraising event, held in the stunning gardens of the Oakland Museum of California on September 30, 2023, marked a pivotal moment in our ongoing mission to transform lives and foster resilience. The evening served as a powerful testament to the unwavering support we receive from our amazing community. It brought together jazz lovers, wine tasters, and generous donors from across the Bay Area.

We are filled with gratitude for each and every one of you who contributed to this remarkable evening, enabling us to raise crucial funds that support our mission. Your unwavering support and generosity have propelled us forward in our mission to transform lives and cultivate resilience within our community. Together, we have made a profound difference in the lives of our participants and their families.



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



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

Thank you for being a part of this incredible journey. Together, we are making a lasting difference in the lives of those we serve.

## EMPOWERING COMMUNITIES: FRED FINCH AND KAISER PERMANENTE'S IMPACTFUL PARTNERSHIP.

Our ongoing commitment to creating positive change and fostering resilience in the lives of those we serve has been greatly enhanced by the generous support of organizations and individuals alike. Among these impactful collaborations, we are excited to share a groundbreaking partnership with [Kaiser Permanente](#), which provided grant funding to create **a New Recreational Facility and an 8-bed Crisis Residential Treatment Program at our Oakland campus.**

This significant initiative signifies more than just the construction of new facilities. It represents a collective effort to empower our community, particularly those affected by autism, by providing essential resources and support. By joining forces with [Kaiser Permanente](#), we are not only expanding our reach but also advancing our shared mission of empowerment and support. As we embark on this transformative journey, we envision a future where every member of our community has access to the resources they need to thrive. Together with Kaiser Permanente, we are paving the way toward a brighter and more inclusive future for all.

To learn more about this transformative project, we invite you to watch our joint statement by visiting; <https://www.fredfinch.org/latest-news>.

For ongoing updates and comprehensive information about our collaborative efforts, visit our website: [Fred Finch - Our Work](#). Together, we are embarking on a journey toward a brighter future for all.



# EMPOWERING RESILIENCE, STRENGTH, AND GROWTH: CELEBRATING 10 YEARS OF RISING OAKS!

In a heartwarming commemoration last summer, [the Rising Oaks Transitional Housing Program](#) marked a significant milestone—its 10-year anniversary. Current participants, alongside dedicated Board Members, current and former staff, gathered to celebrate a decade of empowering former foster youth and extended care youth. Rising Oaks has been a beacon of hope, providing a nurturing environments and empowering the young individuals we serve to develop critical life skills for independent living.

Reflecting on their journey, one participant shared, **'For the first time, I truly felt at home and safe at Rising Oaks. It has become an integral part of my life, and the support I received here is beyond measure.'**

Tom Alexander, President & CEO of Fred Finch, emphasized the crucial role of Rising Oaks, stating, **'Foster youth often lack the safety net of traditional home environments and can end up homeless or in shelters. Rising Oaks provides that support system, facilitating transformation and empowerment.'**

Lauren Tanzer, Rising Oak's Clinical Manager, highlighted the program's nurturing environment that empowers youth to mature and flourish. **'They arrive at a place that facilitates their growth and well-being,'** she shared.

Fred Finch extends heartfelt appreciation to all who have contributed to Rising Oaks' success. The staff's dedication has catalyzed transformation and a brighter future for participants, establishing a culture that nurtures potential and fosters community.

Thank you for your unwavering dedication to empowering youth. Your commitment to resilience and strength has sparked remarkable transformation in many lives.

To learn more about the program or to support our mission, visit <https://www.fredfinch.org/rising-oaks>. Together, we continue fostering positive evolution in the lives of our youth and community. Thank you for being part of this incredible journey!



## INTRODUCING SCREENING TO CARE- EAST SAN DIEGO COUNTY: A SCHOOL-BASED BEHAVIORAL HEALTH PROGRAM

Fred Finch continues its commitment to sustaining and growing our programs through innovative collaboration and transformation, expanding our portfolio of programs and services to better support youth, young adults, and their families on their journey to mental and physical resilience and wellness.

Last year, we proudly launched [Screening to Care – East San Diego County](#), a school-based behavioral health program funded by the County of San Diego Behavioral Health Services in collaboration with the Santee School District. Guided by our **Senior Director Maria Luna**, this groundbreaking initiative prioritizes students' well-being through comprehensive prevention and intervention services, utilizing a Multi-Tiered Systems of Support (MTSS) framework.

With [Screening to Care – East San Diego County](#), our aim is to equip students with the tools and support needed for academic, emotional, and personal growth. By implementing screening procedures, we effectively identify students' social and emotional needs, laying the groundwork for tailored interventions and services. This approach enables us to address their unique needs and provide the support they deserve.

The program is open to students in **grades 6-8 at partnership schools within the Santee School District**, this program engages students during a critical stage of their educational journey. Our goal is to promote their mental and emotional well-being, enrich their overall quality of life, and cultivate positive outcomes in academic achievements and interpersonal relationships with peers, families, and the community.

For more information, please visit: <https://www.fredfinch.org/screening-to-care> for a copy of the Program Brochure. Together, we can make a meaningful difference in the lives of these young individuals, empowering them to embrace their full potential and continue to thrive.

This Program is Funded by the County of San Diego



## Advancing Equity and Inclusion: Fred Finch's JDEI Achievements in 2023

Fred Finch is committed to promoting racial justice, equity, and cultural responsiveness across the agency. Our Racial Equity Initiative (REI) provides a framework through which we advance this work with employees, participants, their families, and their communities.

In alignment with our agency's core values and led by a new **Justice, Diversity, Equity & Inclusion (JDEI)** Officer, the JDEI Steering Committee was established to provide leadership, oversight, and accountability for implementing a growing number of REI activities. Supporting this work, the Racial Equity Initiative Workgroup is responsible for the Affinity Group process, while the Cultural Connections Committee oversees the targeted continuous quality improvement actions, as well as the annual Cultural Responsiveness Plan.

2023 marked a significant milestone for JDEI activities as we continued to invest in strategies to recruit, promote, support, and retain a culturally and linguistically diverse workforce. These efforts included creating a cultural learning environment, promoting learning and scholarship through educational support programs, providing ongoing professional development opportunities, and focusing on measurable outcomes through data collection and analysis focused on cultural responsiveness.



Further examples of JDEI accomplishments include a Communications Strategy, establishment of agency workgroups to review Practices and Policies through an equity lens and incorporating cultural responsiveness into our FF strategic planning and organizational culture. Additional examples include expanded demographic data collection, participant, and family satisfaction surveys, periodic 'Pulse Surveys' monitoring staff impressions on FF's REI effectiveness, and employment exit interviews.

A notable program under JDEI was the **Clinical Mentorship Pilot Program**, established to provide professional growth opportunities for clinicians of color to meet with seasoned mentors in a safe and welcoming environment. This program aimed to guide mentees through various challenges, including racism, stereotyping, barriers to growth, self-questioning, and imposter syndrome, while also preparing them for promotions and positions of leadership in mental health careers.

Feedback collected from mentees at the end of the pilot program highlighted positive experiences, where mentors provided valuable knowledge and support. Mentees expressed gratitude for the guidance they received and acknowledged their personal and professional growth resulting from the program. The themes encompassed learning, self-care, work-life balance, support, exploration of identity, and the importance of cultural competence in providing mental health services.

### CELEBRATING EXCELLENCE: FRED FINCH HONORED AS TOP BAY AREA WORKPLACE

We are delighted to share that Fred Finch has been honored with two prestigious awards, highlighting our steadfast commitment to **fostering a positive, trauma-informed work environment that prioritizes the well-being of both our participants and our dedicated employees.**

We were named one of the top companies to work for in the San Francisco Bay Area, earning the esteemed **Top Workplaces Award 2023** as featured in the San Francisco Chronicle. This recognition underscores our unwavering dedication to cultivating an environment where our employees can thrive. The Top Workplaces gold badge symbolizes our commitment to people-first cultures and organizational excellence.

Additionally, we are proud recipients of the **Culture Conscious Organization Award**, an honor bestowed upon us by our own staff. This award reflects our dedication to prioritizing people and fostering a workplace culture where every contribution is valued, celebrated, and respected. It demonstrates our ongoing efforts to create an inclusive environment that nurtures growth, collaboration, and personal development.



These prestigious awards are a testament to the hard work and dedication of the entire Fred Finch leadership team and our board of directors. We extend our deepest gratitude to our staff for their unwavering support and dedication to our shared mission. These accolades not only enhance employee engagement by fostering a sense of being heard and valued but also facilitate informed decision-making. Moreover, they play a crucial role in attracting, retaining, and developing passionate, like-minded talent, thereby enriching our workplace culture and contributing to our organizational success.

For employment opportunities and to join our exceptional mission-driven organization, visit: <https://www.fredfinch.org/careers> to explore available positions.

# Consolidated Statement of Financial Position

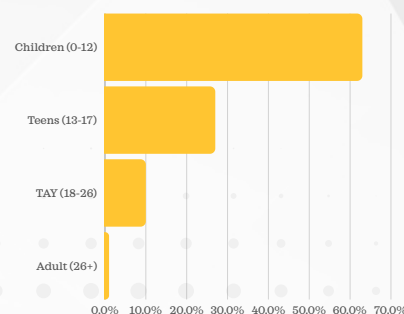
## For the Fiscal Year ending June 30, 2023

Assets	2023	2022
<b>Current Assets</b>		
Cash and cash equivalents	4,132,017	4,443,283
Restricted cash	1,293,345	1,357,580
Accounts receivable, net	8,842,228	8,228,697
Prepaid expenses, deposits and other assets	809,004	743,733
<b>Total current assets</b>	<b>\$ 15,076,594</b>	<b>\$ 14,773,293</b>
<b>Noncurrent Assets</b>		
Investments held in perpetual trust by bank	93,344	93,206
Beneficial interest in charitable remainder trust	347,177	334,492
Marketable securities	3,020,684	5,581,668
Construction in progress	787,895	277,316
Operating lease right-of-use assets	3,521,594	-
Property and equipment, net	8,442,831	9,379,017
<b>Total noncurrent assets</b>	<b>\$ 16,213,52</b>	<b>\$ 15,665,699</b>
<b>TOTAL ASSETS</b>	<b>\$ 31,290,119</b>	<b>\$ 30,438,992</b>
<b>Liabilities and Net Assets</b>		
<b>Current Liabilities</b>		
Accounts payable and accrued liabilities	3,475,883	3,653,401
Deferred revenue	-	541
Advances and overpayments	3,041,955	3,480,314
Current portion of operating lease liabilities	884,078	-
Current portion of debt	1,319,082	-
<b>Total current liabilities</b>	<b>\$ 8,720,998</b>	<b>\$ 7,134,256</b>
<b>Noncurrent Liabilities</b>		
Obligations assumed under King Street acquisitions	-	762,500
Lease liability, net of current portion	2,652,248	-
Long-term debt, net	8,589,106	9,708,232
<b>Total noncurrent liabilities</b>	<b>\$ 11,241,354</b>	<b>\$ 10,470,732</b>
<b>TOTAL LIABILITIES</b>	<b>\$ 19,962,352</b>	<b>\$ 17,604,988</b>
<b>Net Assets</b>		
Without donor restrictions	10,615,078	11,800,026
With donor restrictions	712,689	1,033,978
<b>Total net assets</b>	<b>\$ 11,327,767</b>	<b>\$ 12,834,004</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 31,290,119</b>	<b>\$ 30,438,992</b>

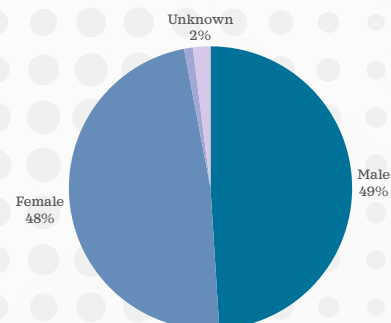
# 4,381

People Served in FY '23

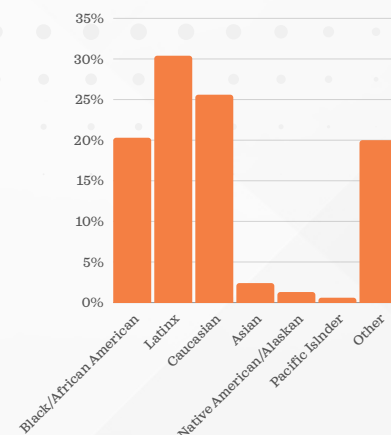
### Age



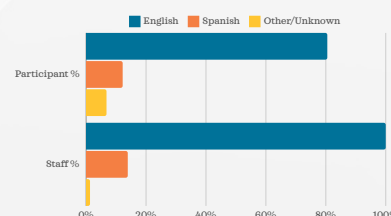
### Gender



### Race/Ethnicity



### Language



Expenses	2023	Revenues	2023
Program Expenses	31,340,572	Local Contracts	30,896,214
Support Services	8,587,989	Federal Contracts	84,376
		State Contracts	4,101,495
		Contributions	394,622
		Investment Income	341,449
		Miscellaneous Income	2,604,168
<b>Total Expenses</b>	<b>\$ 39,928,561</b>	<b>Total Revenue</b>	<b>\$ 38,422,324</b>

# 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

Asha ABA  
 Oluwatosin Adetutu  
 Elizabeth & Ben Adeyi  
 Rommel Alberto  
 Brendon Alexander  
 Mark Alexander  
 Tom & Karen Alexander  
 Jamie Almanza  
 Joanna & John Amnoldt  
 Nitzan Amram  
 Max Antor  
 Pascale Antor  
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 Katrina Baker  
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 Maria Chan  
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 Krystal Fairley  
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 Brooke Farrington  
 Dominick Felix

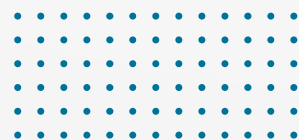
Mary Felstiner  
 Dianne Fishwild & Ric Hullet  
 William Flores  
 Holly Forman-Patel  
 Aysha Franco  
 Oscar Fricke  
 Samantha Fryer  
 Karen Gage  
 Nick Gawlikowski  
 Mofadeke Gbadehan  
 Jessica Gibson  
 Carol Gilliland & Jennifer O'Neal  
 Barbara Glaze  
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 Kari Goodman  
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 Senator Loni Hancock & Tom Bates  
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 Gabe Kopley  
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 Eric Negron  
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 Armando & Sarah Pastran  
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 Robert Pizzi  
 Lucy Pleso  
 Kevin Posey  
 Nykole Prevost  
 Jade Priault  
 Timothy Pries  
 Michael Proto  
 Esther Pylon  
 Robin Rabens & Joey Latimer  
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 Willie Ramirez  
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 Nancy Reid  
 Steve Rimmel  
 Daniel Reynolds  
 Victor Ricciuti  
 Art Rivera  
 David Roberts & Elsie Lee  
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 Ariana Rodriguez  
 Rosalinda  
 Brianna Romero  
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 Schuyler Ross  
 Rosalie Roth  
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 Victoria Ruskin  
 Edward Rusnak  
 Gina Salazar  
 Daniel Sanguinetti

Casey Sasner  
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 Matthew Schmedeke  
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 Donald & Amanda Sherwood  
 Sherwood  
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 Ray Smith  
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 Holly Zeitz  
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 United Methodist Women  
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Please know we have worked hard to ensure the accuracy of this list which reflects donations made during our 2023 Fiscal Year - 7/1/2022 to 6/30/2023. If your name has been omitted or misspelled, please contact [development@fredfinch.org](mailto:development@fredfinch.org)

# 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 133-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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Senior Director,  
Continuous Quality Improvement



## 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

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(650) 286-2090

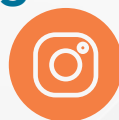
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Fred Finch Youth Center