

FredFinch

Youth & Family Services



The Fred Finch Bulletin Quarterly Newsletter

August

2

0

2

3

Quartely Newsletter Overview

Happenings | Updates

Fred Finch Spanish Skills Building Spotlight!

Introducing Screening to Care - East San Diego: A School-Based Behavioral Health Program!

Making a Positive Impact Together: Fred Finch's Gratitude for Generous Grants and Donations!

Fred Finch Empowers Employees to Soar: Top Workplace & Education Support Programs

Leading the Way | Contact Us



8TH ANNUAL CHARITY
GOLF
TOURNAMENT

2023



Fred Finch Annual Charity Golf Tournament: A Resounding Success!

Happenings | Updates

Our Annual Charity Golf Tournament, held on **Friday, June 30, 2023, at the Rancho Bernardo Inn in San Diego**, was a tremendous success. We extend our heartfelt gratitude to our staff, board members, supporters, partners, and the community for making it a fantastic day of golf and fundraising.

We are immensely grateful to everyone who participated and supported this remarkable event. The enthusiastic involvement and generous contributions from these supporters have had a significant impact, raising funds to support our programs and services, and bringing about meaningful changes in the lives of our participants, their families, and the community for years to come. Your support and dedication make all the difference in our mission to empower lives and transform communities. Thank you for making it possible!

Rising Oaks Celebrated 10 Years: Empowering Resilience, Strength, and Growth!

Earlier this summer, we commemorated a major milestone with a small gathering attended by dedicated Board Members, current and former staff, and participants to celebrate the 10-year anniversary of the [Rising Oaks Transitional Housing Program!](#) Over the past decade, Rising Oaks has served as a beacon of hope and support for former foster youth and extended care youth, providing them with a nurturing environment to thrive and succeed.

"We often take for granted that traditional home environments allow kids to transition from their teens to young adulthood at their own pace," said Tom Alexander, CEO of Fred Finch. **"Foster youth don't have that safety net and can often end up homeless or in a shelter. They need a support system. Rising Oaks provides that."**

Reflecting on their experience in the program, a current participant shared their perspective, saying, **"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."**

According to Lauren Tanzer, Rising Oak's Clinical Manager, **"There's a really supportive culture that empowers the youth to mature and flourish during their time here. They arrive at a place that facilitates their growth and well-being."**

Fred Finch would like to extend our heartfelt appreciation to everyone who has been involved in making Rising Oaks a resounding success. The staff of Rising Oaks has provided stability, support, and a brighter future for our participants—a safe place to grow and thrive, establishing a culture that nurtures the potential of every youth we serve and fostering a sense of community.

Thank you for your continued dedication and commitment to empowering youth. We are incredibly grateful for the unwavering support of our community, staff, and dedicated Board Members who have made Rising Oaks a beacon of hope for former foster youth and extended care youth. Your commitment to empowering resilience, strength, and growth has truly made a difference in the lives of our participants.

If you would like to learn more about the program or support our mission of providing culturally responsive services that cultivate mental and physical resiliency and wellness for our participants, [CLICK HERE](#) to learn more. Together, we can continue making a positive impact and transforming the lives of our youth. Thank you for being a part of this incredible journey!



Join Us for an Unforgettable Night: 8th Annual Impact Celebration 2023!

Join us for our highly anticipated **8th Annual Impact Celebration 2023** on **Thursday, September 28th, 2023**, from 6-9 PM in the breathtaking garden of the Oakland Museum of California. Experience an unforgettable evening as we celebrate the profound impact of Fred Finch across the Bay Area and honor the deserving recipient of the 8th Annual John F. Steinfirst Award.

This special event is a tribute to the **extraordinary work of Fred Finch in empowering lives and transforming communities across California.**

Register now by [CLICKING HERE](#) and visit our event page for more details about the event and up to date sponsorships opportunities.

Let us come together to make a meaningful difference and provide comprehensive care for youth and families.



Join a Mission-Driven Team at Fred Finch!

Are you ready to be part of a dynamic workforce that values **passion, diversity, and inclusivity**? At Fred Finch, we offer more than just a job; we provide a platform for your professional success and personal fulfillment.

Embrace a rewarding career with us, where competitive salaries, generous benefits, and abundant opportunities for growth and development await. We believe in nurturing talent, fostering creativity, and supporting each team member's journey to reach their full potential.

Discover more about our exciting career opportunities and apply today through the following link: career page [HERE](#)

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

Fred Finch Spanish Skills Building Spotlight!

At Fred Finch, we are committed to providing not only culturally responsive services that cultivate mental and physical resiliency and wellness, but also numerous opportunities for personal and professional growth for our staff members. Earlier this year, our dedicated colleagues, [Regional Vice President & Racial Equity Officer, Dr. Teresa Chapa](#), and [The Child & Family Team \(CFT\) Program Lead Facilitator, Vicente Contreras-Bueno](#), took the initiative to start and facilitate a second round of our highly successful [Spanish Skills Building Group](#). This program was specifically designed to offer additional support for Spanish-speaking staff members who wanted to sharpen their language skills and foster cultural inclusivity within our organization.


According to Vicente Contreras-Bueno, **"The Spanish Skills Building Group has been a game-changer for our staff and participants alike. We've seen how enhancing our language skills and cultural understanding positively impacts the therapeutic relationships we build. It's a powerful way to embrace diversity and create a more inclusive environment where everyone feels valued and heard."**


Dr. Teresa Chapa also shared her perspective, stating, **"Through the Spanish Skills Building Group, we've taken significant strides in fostering cultural inclusivity within our organization. By investing in our staff's growth, we've seen a ripple effect that enriches our participants' experiences and strengthens our connection with the communities we serve."**


The [Spanish Skills Building Group](#) provides our staff with a warm and encouraging environment, where they could practice and refine their Spanish-speaking abilities. The group enhances communication with our participants and their families, as well as promote cultural sensitivity and inclusivity in all our interactions.

[Cecia Cruz](#), a [Mental Health Counselor](#) in our [Contra Costa Transition Aged Youth \(CCTAY\) program](#), added her own thoughts, saying, **"Participating in the Spanish Skills Building Group has been an incredible experience for me personally and professionally. As a bilingual staff member, I've always valued the importance of effective communication with our participants and their families. This program provided a supportive and encouraging space to further develop my language skills and deepen my cultural understanding. It's empowering to see how these improvements positively impact our therapeutic work and create a more welcoming and inclusive environment for everyone we serve."** Through this empowering initiative, we witnessed remarkable outcomes that positively impacted both our employees and our participants:

 **Enhanced Communication:** Participants in the program reported increased confidence and fluency in their Spanish-speaking abilities, allowing them to engage more effectively with our Spanish-speaking participants and their families.

 **Cultural Sensitivity and Inclusivity:** Our staff gained a deeper understanding of various cultural nuances, differences between regions and countries, and the importance of embracing diversity in our workplace. This newfound cultural awareness has fostered an environment of inclusivity where everyone feels respected and understood.

 **Adjusted Communication Styles:** As a result of the Spanish Skills Building Group, our staff learned to meet participants where they are and adapt their communication styles to better connect with individuals from diverse linguistic backgrounds. This personalized approach has strengthened the therapeutic alliance with our participants, leading to more meaningful interactions.

 **Employee Engagement:** By investing in our staff's language proficiency and cultural competence, we have seen a significant increase in employee engagement and job satisfaction. Our team members feel more supported and equipped to provide high-quality services to our participants, fostering a positive work environment.

We are proud of the tremendous strides Fred Finch has made through the Spanish Skills Building Group, and we extend our heartfelt appreciation to the leadership team for providing the space for our staff members to participate in this valuable initiative. Their dedication to professional growth and commitment to providing exceptional care for our participants are at the heart of our mission.

At Fred Finch, we firmly believe that empowering our employees translates into positive outcomes for our participants and the communities we serve. Together, we continue to strengthen our collective ability to make a lasting difference in the lives of those we support.

Introducing Screening to Care- East San Diego: A School-Based Behavioral Health Program

Fred Finch is truly proud of our commitment and dedication to supporting youth and young adults through a range of programs and services solutions.

This year we launched a new program in San Diego, called, [Screening to Care – East San Diego](#). This school-based behavioral health program funded by the County of San Diego Behavioral Health Services and is a collaborative effort with Santee School District. Under the guidance of our [Senior Director Maria Luna](#), this innovative program is designed to prioritize the well-being of students by offering comprehensive prevention and intervention services that focus on their social and emotional development using a Multi-Tiered Systems of Support (MTSS) framework.

With [Screening to Care – East San Diego](#), our goal is to provide students with the necessary tools and support to thrive academically, emotionally, and personally. The program incorporates screening procedures to effectively identify students' social and emotional needs, serving as a foundation for tailored interventions and services. This approach allows us to address their specific challenges and provide the support they require.

Eligibility for the program is open to students enrolled in [grades 6-8th at the partnership schools within the Santee School District](#). Engaging students at this crucial stage of their educational journey, we aspire to promote their mental and emotional well-being, enhance their overall quality of life, and foster positive outcomes in both their academic achievements and their relationships with peers, families, and the community.

For more information, please [click here](#) to view the Program Brochure. Together, we can make a meaningful difference in the lives of these young individuals, empowering them to reach their full potential.



Making a Positive Impact Together

Fred Finch's Gratitude for Generous Grants and Donations!

This year, Fred Finch has been incredibly fortunate to receive several generous offers from numerous organizations and individuals. Thanks to these grants and donations, we have the opportunity to further expand our impact and continue our mission of making a positive difference in the lives of the individuals and families we serve.

We are particularly thrilled to highlight a few of these remarkable partnerships that are helping us expand our community impact:

Kaiser Permanente Partners with Fred Finch to Transform Lives in Contra Costa!

One of our significant milestones is securing a **\$25,000 grant** from Kaiser Permanente for our [Contra Costa School-Based Services Program](#). This invaluable grant will provide much-needed support, allowing us to extend our reach to even more individuals in need of our services. [Kaiser Permanente's](#) **commitment to expanding access to care and creating healthier environments perfectly aligns with our mission**. We are deeply grateful for their partnership and investment in our community. Together, we will transform the lives of our participants and students in the Contra Costa area. Thank you, Kaiser Permanente, for your unwavering support!

Fred Finch CARES: A Foundation for Developmental Disabilities Grant Recipient!

In addition to Kaiser Permanente's generous support, we are thrilled to share that Fred Finch for the second year in a row was selected as a grant recipient by the [Foundation for Developmental Disabilities \(FDD\)](#). This prestigious grant is for our Fred Finch's CARES Behavior Education and Skills Training (BEST) High School Program, a revolutionary training initiative that **empowers young adults to embark on careers in behavioral healthcare as registered behavior technicians**. Through this program, they will provide vital support to youth diagnosed with developmental disabilities, such as autism. Impressed by the success of the program, FDD entrusted us with a second round of grant, including Fred Finch once again in their cohort of innovative nonprofits working to create opportunities for individuals with intellectual and developmental disabilities (IDDs). The [Foundation for Developmental Disabilities](#) plays a crucial role in **fostering empowerment, inclusion, and positive change in the communities they serve**. We are honored to be part of this remarkable network of organizations, all working towards creating a more inclusive society.

Solar Suitcases Empowering Our Residential & Housing Programs for Emergency Preparedness!

In yet another exciting development, Fred Finch has received a generous donation from [We Share Solar](#), a renowned organization dedicated to solar technology and improving the quality of life for communities without access to electricity. This partnership **enables us to equip our residential and housing programs with solar suitcases for emergency situations**. The solar suitcases, built by high school students passionate about solar technology and aiding others, provide our participants and residents with reliable access to power during critical times. We are grateful for the invaluable support from [We Share Solar](#) and their dedication to improving lives through solar technology.



As we continue to receive these generous grants and donations, we are filled with gratitude for the unwavering support we receive from individuals, partners, and numerous organizations. Your support drives our missions forward, creating a better life for our participants, their families, and the community at large. Together, let's continue to make a positive difference and shape a brighter future for the communities we serve.

Thank you for being part of our journey and for your continued support at Fred Finch! If you would like to learn more about how you can help support the work we do, the kids we serve, and our community at large: [CLICK HERE to donate today!](#)

Celebrating Excellence

A People-First Culture & Bay Area Top Workplaces

We're excited to share that this year, Fred Finch has received two prestigious awards, showcasing our dedication to a positive, people-centric work environment.

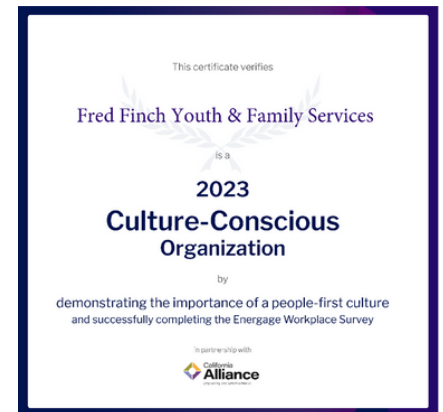
Top Workplaces Award

We've been recognized as one of the **best companies to work for** in the San Francisco Bay area with the esteemed [Top Workplaces Award 2023](#), as published in the San Francisco Chronicle. This achievement is a testament to our unwavering commitment to fostering a positive and people-centric work environment. This award reaffirms our commitment to providing a supportive environment for all employees. The Top Workplaces gold badge symbolizes our passion for people-first cultures and organizational excellence.



Culture Conscious Organization Award

We were also honored as a Culture Conscious Organization, an accolade voted for by our staff. This recognition exemplifies our dedication to prioritizing people and cultivating a workplace **where every contribution is valued, celebrated, and respected**. This award acknowledges our ongoing efforts to nurture a positive, inclusive workplace that encourages growth, collaboration, and personal development.



These prestigious awards reflect **the hard work and dedication of the entire Fred Finch organization**. We're profoundly grateful for our staff's unwavering support and commitment to our shared mission. These accolades enhance employee engagement, creating a sense of being heard and secure, while also aiding informed decision-making. Moreover, they contribute to attracting, retaining, and developing passionate, like-minded talents, while also optimizing employee recruitment and retention strategies – essential for our workplace culture and organizational success.

Fred Finch Empowers Employees to Soar with Education Support Programs

At Fred Finch, our commitment to fostering personal growth and professional development for our valued employees is at the heart of everything we do. Today, we proudly shine a spotlight on one of our most innovative employee initiatives: the [Education Support Program](#), which encompasses the remarkable Degree Assistance Program (DAP).

[The DAP](#) is an exclusive opportunity for Fred Finch employees, providing vital scholarship support to pursue their academic aspirations. It empowers our staff to advance their education, enrich their skills, and make an even greater impact on the lives of the families and children we serve..

Over the years, we've witnessed the transformative power of [the DAP](#) in the lives of our dedicated employees. Empowering them not only to give back to our participants and community but also to accomplish their higher education goals. With the generous support of our Board of Directors, the DAP has been further enhanced this year, expanding its eligibility and qualifications. Now, employees attending or enrolling in certification programs, such as Board-Certified Behavior Analyst, teacher credentials, or other job-specific certifications in Maintenance/Facilities, Information Technology, Human Resources, and more, can all benefit from this incredible program..

The program, one of the many perks, extends to employees who have worked at Fred Finch/CARES for six months or more and received a satisfactory performance evaluation. This inclusivity reflects our belief in the value of every employee's continuous development and progress. Together, we can make a lasting impact in the lives of those we serve, creating a brighter future for our community.

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

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.



Board of Directors

GREG KERSHAW
Chairperson

BRUCE SOUBLET
Vice Chair

DAVID MCGREW
Treasurer

LACY VONG
Secretary

KARI ROESCH GOODMAN

DUANE JACKSON

KATIE JAMISON

ELISABETH JEWEL

JEN SHELDON

MARIANNA TORRES

MAYA MADSEN

RACHEL ZENNER

BISHOP MINERVA CARCAÑO
Ex-Officio

REVEREND STACI CURRENT
Ex-Officio

JOHN F. STEINFIRST
Emeritus Member

RICHARD WALTER
Emeritus Member

Executive Team

THOMAS N. ALEXANDER, LCSW
President and Chief Executive Officer

ELIZABETH ADEYI
Chief Program Officer

TERESA CHAPA, PhD, MPA
Vice President, Southern Region

ED HSU, MBA
Chief Financial Officer

LOIS WOODS
Senior Director, Human Resources

TIMOTHY TRICKETT-ROBLES
Senior Director, Administration

DESIRÉE KANE, LCSW
Senior Director,
Continuous Quality Improvement

JULIE HENDERSON
Director of Development



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

FredFinch.Org | FredFinch.Org/Careers or Follow us on social media to stay up-to-date with weekly news 📣

