

ANNUAL REPORT 2022



**“You must be the
change you wish to
see in the world.”
- Mahatma Gandhi**

Dear Friends of Fred Finch

We can't be the only ones who have noticed that the last year has felt different. While the pandemic didn't end, exactly, the loosening of regulations and increased vaccination rates have led to a gradual collective relaxing in our communities. To be sure, the impacts of COVID-19- publicly, physically, psychologically- will have long-lasting reverberations in our lives, many of which we have likely not yet fully understood. But it has seemed to us that this year has seen many of us approaching holidays and festivities with new vigor- that there is a hunger for connection, for group celebration, for a reengagement with the social fabric that binds us all. Here at Fred Finch we are happy to join this trend- cautious about health, but eager to reconnect with our communities, traditions, and loved ones.

This doesn't mean that we are gazing about us with rose-colored glasses. Political troubles continue to plague our communities, from the local to the global, and economic uncertainty has many wondering if we are on the precipice of recession. Climate catastrophes and unprecedented weather events continue to pick up momentum, and will continue to have disproportionate impacts on those who are in the least defended positions against them.

In the face of these uncertainties- and with the renewed focus on our community, Fred Finch continues to operate with fervor, vitality, and stamina. Our staff capacity building is stronger than ever before, with new mentorship programs, training opportunities, and emphases on wellness. New improvements have been made around our Oakland campus, and new programs have opened and progressed in Southern California.

Fred Finch programs directly combat the uncertainties and inequalities that plague our communities. Our IPS program, which aids young people in finding and keeping employment, has continued to see great success- protecting vulnerable young people from economic hardship. At New Yosemite, Fred Finch staff helps to take stress off of families who have reached their limits- giving desperately needed support and opening the doors to new pathways of healing.

This year we've had more opportunities to meet with our supporters and welcome volunteers, to celebrate our victories and recognize the incredible work and resilience of our participants. We look forward to more engaging with friends, supporters, and participants- to more collective support and celebration, and more commitment to the ties that bind us all.

Sincerely,
Tom Alexander, President & CEO



Dedication & Partnership



After 9 productive years as Chairperson of the Board for Fred Finch, Elisabeth Jewel proudly passed the role on to newly elected Chairperson Greg Kershaw in fiscal year 2022. Prior to being elected as Chairperson, Greg has served on the Fred Finch Board of Directors since 2014.

Elisabeth has had an extraordinary impact regarding Fred Finch's growth throughout her term as chairperson and continues to be an active and dedicated member of the board. Elisabeth says, "We know that kids everywhere were hard hit by the isolation and distance imposed by the pandemic...services provided by Fred Finch were truly a lifeline for many of our participants. I am proud to continue to join my fellow board members in providing support and guidance for our dedicated staff during these extraordinary times." Fred Finch is forever grateful to Elisabeth for her leadership and commitment.



The newly elected chairperson Greg Kershaw comes to us with a wealth of knowledge in marketing and leadership. As Fred Finch's mission is close to his heart, Greg has provided enthusiastic dedication to improving and expanding our programs and services. His strategic approach and insight helped lead the board of directors through significant industry shifts during the COVID-19 pandemic.

According to Greg "The most rewarding part about volunteering at Fred Finch is hearing amazing stories from the kids, youth, and families whose lives have been changed and who find hope for a better future. I also love helping the organization innovate, market itself, and build a more sustainable future."

Wrap Connections

This year, we introduced a new, innovative program in San Diego called Wrap Connections! Wrap Connections is a program designed to support youth and families using the California Evidenced based model of Wraparound services. Wrap Connections is provided through a contract with San Diego County Behavioral Health Services (BHS). Wrap Connections is a community-based, family centered model that is culturally and linguistically responsive consisting of intensive services several times a week. Families indicate their preference for location of services, such as in the home, community or at a Fred Finch office.

The Wrap team works with families to learn effective tools and strategies to help create sustainable stability and progress in the home, school, and community, utilizing a comprehensive strength based approach. The program offers a myriad of services and support including behavioral and mental health assessment and interventions as well as medication and psychiatric support. Participants in the program include the child, youth and their family working together with a Care Coordinator, Behavior Counselor, Parent or Youth Partner, school personnel, other service providers, as well as any natural or informal supports that the families identify.

A Healing Home

One San Diego family was referred to Fred Finch by another organization, because sixteen year-old Cupid was in need of therapy. When the family got involved with Wrap Connections, Cupid got help- and the rest of the family got support, too.

“The Fred Finch team members are really good at their jobs,” Marta, Cupid’s aunt, explains. “They came to our home and helped our family learn new skills, helped Cupid learn more about communication and about self-love.”

Today, Cupid is doing better in school, and reports having hope again, and the energy to try new things.

“Todo se puede,” Marta says. “Everything is possible. You have to have patience, but everything is possible.”



Cupid and family

Making an Impact



Our 7th annual Impact Celebration took place in the stunning gardens of the Oakland Museum of California on September 29th, 2022. The evening brought together jazz lovers, wine tasters, and generous donors from across the Bay Area.

The John F. Steinfirst Community Award was presented posthumously to former Alameda County Supervisor Wilma Chan. Supervisor Chan had an illustrious political career being the first Asian American in many of the posts she won including the Alameda County Board of Supervisors as well Assembly majority leader. During her career in public service Supervisor Chan was a staunch advocate for children and families championing their right to housing and healthcare. Supervisor Dave Brown graciously accepted the award on her behalf.



That evening, we also heard a heartfelt and poignant story from a mom who was fighting to get help and support so her son could succeed in life. With Fred Finch as a partner, her family learned new skills, reduced conflicts and stress, and found hope for a better future.

Fred Finch Cultural Connections Committee

We are delighted to introduce the Fred Finch Cultural Connections Committee (CCC). The committee officially launched in 2008 with a mission to promote the continuous development of Fred Finch (FF) as an inclusive, welcoming, and equitable agency which is reflected in attitudes, policies, trainings, professional development, institutional structures and in the delivery of services. Guided by the CCC Cultural Responsiveness Plan, the committee supports staff to provide services that are responsive to participants' and families' cultural backgrounds, values, identities, and communities. The CCC helps create and maintain a warm, open environment that is anti-racist and anti-oppressive, and embraces the strengths of diversity by fostering cultural humility and mutual respect.

Key Accomplishments of the CCC Cultural Responsiveness Plan:

- Spearheading a Racial Equity Initiative, Cultural Responsiveness Plan and agency wide racial affinity groups
- Adding a Racial Equity training to the New Hire Orientation and increasing the pool of trainers of color for agency and program trainings
- Piloting a Mentorship Program to provide ten clinicians of color with a dedicated mentor to help strengthen professional identity and voice, furthering resilience in the face of obstacles.
- Hosting employee "Listening Sessions" in response to national tragedies.
- Creating email signatures to honor and recognize monthly cultural celebrations (see below)
- Review and update FF policies to ensure that they are culturally competent, trauma informed, and equitable.
- Promoted discussion on pay equity, including the new Bilingual stipend policy and procedure.

Current Active members include Co Chairs: Tram Nguyen & Nydia Mershani; along with general members Eva Hadley, Joslin Herberich, Jade Longmire-Clinicy, Yuliana Peraza Guardado, Evelyn Esparza, LisaMarie Miramontes, Dr. Teresa Chapa, DeVera Jackson-Garber & Edgar De La Cruz



Community Programs for Transition Age Youth

One of our priority populations is transition age youth (TAY)- young people between the ages of 17 and 25. Fred Finch provides an array of services for transition age youth, including housing, case management, employment support, and a variety of comprehensive services such as life skills training, parenting skills support, financial education and management, individual and family therapy, and a healthcare clinic. Most of the young people we work with have been involved with the juvenile justice system, are former foster youth, or struggle with mental health diagnoses, substance abuse, and homelessness/unstable housing. Fred Finch services intervene by offering stability and support for each youth that walks through our doors. Young adulthood is a critical time for healing and developing the building blocks of a robust life, and Fred Finch TAY services support our participants every step of the way.



Justin's Journey

Justin describes himself as “one of the biggest nerds you’re ever going to meet.” He is clever, funny, kind, and loves Dungeons and Dragons and video games. Justin came to Fred Finch’s STAY program after an adolescence marked by situations that “didn’t work out.” Depressed, anxious, and struggling with expressing those feelings, Justin’s behavioral problems saw him bouncing from school to school and eventually kicked out of his home.

It was during this period that he found his way to Fred Finch. Fred Finch’s IPS program- a proven employment support program that helps young people find and keep jobs- helped Justin to get a job at Safeway. Staff coached him on ways to interact with his managers, how to make sure he was on time to his shifts, and navigating workplace difficulties.

Fred Finch staff had Justin’s back when it came to his emotional and behavioral problems as well. He credits Fred Finch staff with giving him support that changed his life. “They’ve helped me figure out good coping skills, safety plans,” he explains. “They gave me ideas that made me feel like life is worth living.” Today, Justin continues to be involved with STAY, and continues to plan for the future. He has even begun the enlistment process to join the military.

“If you’re feeling bad, don’t hesitate to call and ask someone for help,” Justin says.

Justin pictured with Fred Finch staff Alexis Moore (left) and Francesca Rankin (right)



Consolidated Statement of Financial Position

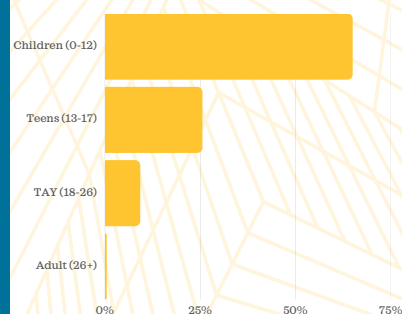
For the Fiscal Year ending June 30, 2022

Assets	2022	2021
Current Assets		
Cash and cash equivalents	4,443,283	5,911,729
Restricted cash	1,357,580	1,358,584
Accounts receivable, net	8,228,697	8,731,714
Prepaid expenses, deposits and other assets	743,733	594,931
Total current assets	\$ 14,773,293	\$ 16,596,958
Noncurrent Assets		
Investments held in perpetual trust by bank	93,206	116,358
Beneficial interest in charitable remainder trust	334,492	409,213
Marketable securities	5,581,668	6,156,754
Construction in progress	277,316	142,015
Property and equipment, net	9,379,017	9,425,107
Total noncurrent assets	\$ 15,665,699	\$ 16,249,447
TOTAL ASSETS	\$ 30,438,992	\$ 32,846,405
Liabilities and Net Assets		
Current Liabilities		
Accounts payable and accrued liabilities	3,653,401	3,493,542
Deferred revenue	541	48,243
Advances and overpayments	3,480,314	4,660,343
Refundable Advance (Paycheck Protection Program)	-	291,667
Total current liabilities	\$ 7,134,256	\$ 8,493,795
Noncurrent Liabilities		
Obligations assumed under King Street acquisitions	762,500	744,200
Long-term debt, net	9,708,232	9,508,274
Total noncurrent liabilities	\$ 10,470,732	\$ 10,252,474
TOTAL LIABILITIES	\$ 17,604,988	\$ 18,746,269
Net Assets		
Without donor restrictions	11,800,026	12,959,696
With donor restrictions	1,033,978	1,140,440
Total net assets	\$ 12,834,004	\$ 14,100,136
TOTAL LIABILITIES AND NET ASSETS	\$ 30,438,992	\$ 32,846,405

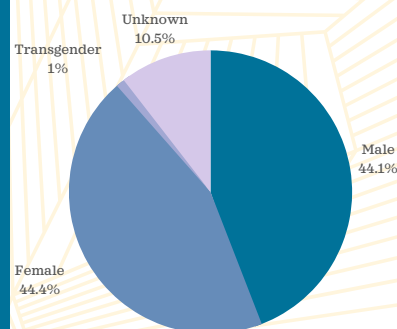
4,650

People Served in FY '22

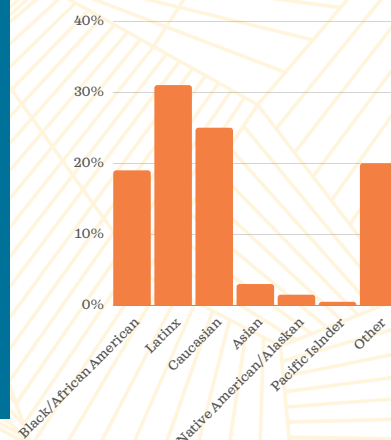
Age



Gender

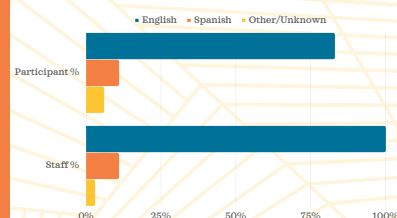


Race/Ethnicity



Expenses	2022	Revenues	2022
Program Expenses	29,163,440	Local Contracts	27,720,028
Support Services	7,162,629	Federal Contracts	251,162
		State Contracts	4,721,700
		Contributions	687,083
Total Expenses	\$ 36,326,069	Investment Income	(213,421)
		Miscellaneous Income	1,893,385
		Total Revenue	\$ 35,059,937

Language



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

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Universidad Central del Caribe
xMatters
Zachary's Chicago Pizza, INC.



Please know we have worked hard to ensure the accuracy of this list which reflects donations made during our 2022 Fiscal Year – 7/1/2021 to 6/30/2022. If your name has been omitted or misspelled, please contact Director of Development Julie Henderson juliehenderson@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 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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Fred Finch Youth Center