

Annual Report

2024



Individually, we are one drop.
Together, we are an ocean.
– Ryunosuke Satoro

DEAR FRED FINCH COMMUNITY,

Resilience is more than a buzzword- it is the capacity to overcome, adapt, and respond to challenges with strength and flexibility. True resilience is built on skills, hope, vision, and confidence, and maintaining it requires routine support and encouragement. Every day our staff work to foster resiliency in children, students, parents, and families. Beyond helping them develop resilience, we cultivate the qualities and circumstances necessary for it to be sustained.

The past two years have been challenging for everyone, and Fred Finch is no exception. Yet, through resilience and dedication, our staff have not only persevered but thrived. Their strength is the foundation of our organization, and in the coming year, we are committed to further supporting them through improved communication, professional development, and opportunities for growth.

At [Fred Finch](#), we create and encourage resilience in each and every participant we encounter. Our programs are designed to build on the strengths and desires that each participant and family already possess, and our outcomes are participant driven. We understand that we are short-term partners on a longer path to healing, and that a critical part of our work is to develop and cultivate our participants' resilience to maintain and grow their success long after their work with Fred Finch has ended.

Our staff's care and innovation are exemplified in Southern California's [Specialized Wraparound program](#), which provides support and stabilization services for young people and families who are experiencing challenges related to developmental disability, and a mental health diagnosis. [Specialized Wraparound](#) builds on family strengths and develops sources of support within the community to set our participants, and their loved ones, up for future success. This was the case with Alan, who joined our program after several psychiatric hospitalizations and behaviors of destruction, running away, and physical aggression. Fred Finch staff worked closely and tirelessly with Alan and his mother, building on their skills while helping Alan to learn to name and express his feelings and advocate for himself. Our staff members navigated this case with persistence, cultural humility, creativity, and sophistication.

Another example of resilience in action comes from our [Enhanced Care Management \(ECM\) program](#), under Fred Finch CARES, which provides a comprehensive care coordination service to children, youth, and families. This program was launched in July 2023 as part of CalAIM (California Advancing and Innovating Medi-Cal). ECM takes a Whole Person Care approach, addressing physical, behavioral, emotional, and social health needs to ensure better health care coordination and improved outcomes. This program embodies our values of strength-based collaboration, community partnership, and capacity-building, and we are proud of its early success in transforming care for children, youth, and families.

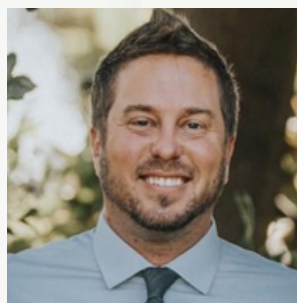
Just as we cultivate resilience in those we serve, we are equally committed to fostering it within our own organization. Every day, we strive to strengthen our work culture, support our staff in their critical roles, and approach challenges with a mindset of learning and growth. In these uncertain times, we remain steadfast in our commitment to cultural responsiveness, diversity, equity, and inclusion. We believe that our differences are a source of strength and creativity, and we will continue to champion these values in all that we do.

As always, thank you to our supporters and community. The most critical part of our success and resilience is recognizing the strengths that already exist and building upon them, and with our dedicated staff and generous supporters, we have the most exceptional resources to lead us to a successful future.

Sincerely,

Tom Alexander, President & CEO

Greg Kershaw, Board of Directors Chair



Strength in Community: Celebrating Impact & Expanding Our Reach

Our commitment to our mission was on full display at the [Annual Impact Celebration](#), a testament to the resilience and strength in numbers that have helped define our work with youth, families, and communities over the years. Thanks to the generous support of our community, we raised critical funds to expand our services and continue transforming the lives of young people, shaping our futures.

The funds raised from this event are already making a difference, allowing us to strengthen our programs and extend our reach to even more children, youth, and families. These resources enable us to enhance services, provide critical support, and ensure that no one is left without the care they need.

Success stories like the poignant testimony of a mother from our [East Bay Wraparound program](#) are what make our work so meaningful and inspire us every day. She shared her journey of resilience, detailing how Fred Finch's support provided her family with stability and hope during challenging times. Her story served as a powerful reminder of the impact of our work and the importance of standing together as a community to support those in need.



We also had the incredible honor of recognizing [California State Senator Nancy Skinner](#), recipient of the [John F. Steinfirst Community Award](#). Senator Skinner has long been a champion for youth, foster care, and social justice, working tirelessly to create policies that uplift marginalized communities. In her remarks, she shared, "**Fred Finch does phenomenal work for families, youth, and foster kids. I am deeply honored to receive this award.**" Her dedication to equity and opportunity reflects the very heart of our mission.

We are profoundly grateful for your continued support and look forward to partnering with you in the years ahead. None of this would be possible without the generosity of our **dedicated board members, employees, donors, sponsors, and supporters**. Your commitment fuels our ability to provide essential services and create lasting change.

As we look to the future, we remain steadfast in our commitment to **resilience, strength, hope, and opportunity**. Together, we will continue to make a meaningful impact in the lives of those we serve.

RESILIENCE IN ACTION: FRED FINCH'S ENHANCED CARE MANAGEMENT PROGRAM



Since its launch in July 2023, [Fred Finch's Enhanced Care Management \(ECM\)](#) program has expanded its impact significantly, offering vital care coordination to children, youth, and families across California. Initially focused on supporting children with complex medical and mental health challenges, the ECM program has evolved to offer crucial services to caregivers as well. With a commitment to meeting the needs of underserved communities, ECM **connects families to healthcare and social resources**, addressing both medical and social challenges to improve overall well-being.

The ECM team's dedication to improving the lives of families continues to grow, and their outreach to community partners and service providers ensures that even more families can benefit from this life-changing program. Each family that participates in ECM benefits from a comprehensive assessment that includes an understanding of the Social Determinants of Health. This enables the program to provide personalized services that are tailored to each family's unique situation. With the help of their dedicated care manager, families receive continuous support through care coordination, outreach, health promotion, and advocacy, improving their overall health, stability, and quality of life.

A Story of Resilience: How ECM Helped a Family Rebuild: For Ms. "Walters", a single mother, the ECM program became a lifeline during one of the most challenging times in her life. Juggling the care of her young son, who has Hirschsprung disease and autism, was a daily struggle. His condition required frequent hospitalizations, leaving Ms. Walters physically, emotionally, and financially drained.

Unable to work full-time, Ms. Walters found herself in a constant battle with financial instability. Housing insecurity loomed large as her limited income was stretched thin. The weight of her responsibilities grew heavier with every passing day, leaving her overwhelmed and exhausted. As the emotional toll mounted, she felt isolated—without a reliable support system and unable to access the healthcare services she so desperately needed.

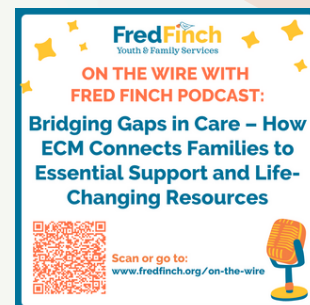


The ongoing hospital stays, compounded by the pressure of trying to keep her life together, pushed Ms. Walters to her breaking point. She was facing more than just financial strain; she was grappling with the trauma of watching her son suffer, while simultaneously trying to hold onto what little stability she had left. It was in the midst of this crisis that the ECM program stepped in.

Through ECM, Ms. Walters was connected to mental health services that helped her process the immense stress she had been under. She received housing assistance that alleviated the looming threat of homelessness and financial support that helped stabilize her situation. For the first time in a long while, Ms. Walters felt that she had a team advocating for her and her son.

The ECM team guided her through complex systems, provided emotional support, and helped her access the resources she had been struggling to reach on her own. With their help, Ms. Walters found a path toward stability. She was able to care for her son, pursue work opportunities, and most importantly, start rebuilding her life.

Her journey is a testament to the transformative power of ECM's holistic approach—one that addresses not only physical health but also the emotional and financial challenges families face. Thanks to ECM, families like Ms. Walters' are finding hope, strength, and the ability to create better, more resilient futures. 🎧 Listen to our podcast: [Bridging Gaps to Care](#)



Help Connect Families to Life-Changing Support: Are you a service provider, educator, or community advocate? We welcome referrals from **community-based organizations (CBOs)** and healthcare providers. 🧑‍🚒 Are you a family looking for support? You may be eligible for ECM if you are insured through **Managed Medi-Cal** and need assistance coordinating health and social services. ✉ For general inquiries and referrals, contact: ecminquiries@fredfinch.org ✉ For self-referrals or provider inquiries, contact: Cristobal Hernandez, Psy.D., Senior Director, ECM – CARESECM@fredfinch.org

Meeting Youth Where They Are: Mental Health Services in Action

At Fred Finch, ECM is just one part of a larger network of programs that work together to provide comprehensive mental health support. With over 23 programs addressing mental health, housing, education, and independent living, we are committed to ensuring that families can access the care they need, no matter their circumstances.

Many families, like Ms. Walters', don't know where to start. That's why Fred Finch continues to expand mental health services—meeting participants where they are and ensuring no one falls through the cracks.

Bringing Mental Health Care Directly to Schools: Addressing mental health early and in accessible settings is key to preventing crises. That's why Fred Finch partners with **33 Bay Area** schools to offer comprehensive, on-campus mental health support through our [school-based program](#). Our therapists provide individual counseling, group therapy, crisis intervention, and collaboration with teachers and families to ensure students receive the care they need in a familiar and supportive environment.



By embedding mental health services directly into schools, we reduce stigma, promote early intervention, and make accessing help as easy as stepping into a nearby office.

- ✓ **Therapists provide** individual counseling, group therapy, crisis intervention, and collaboration with teachers and families.
 - ✓ **On-campus mental health services** reduce stigma and make accessing care as easy as stepping into a nearby office.
 - ✓ **Early intervention** helps address rising rates of depression, anxiety, and suicidal behavior in youth
- 🎧 Listen to our podcast: [Expanding Access to Mental Health Care](#)

Breaking Down Barriers Through Bilingual Services. With nearly one-third of our participants identifying as Latine, culturally responsive care is essential. Fred Finch ensures mental health services are **accessible, welcoming, and free of language barriers** by investing in **bilingual clinicians** and culturally informed approaches.

- ✓ **Dr. Teresa Chapa** emphasizes how bilingual staff act as cultural brokers, not just translators.
- ✓ **Dr. Cris Hernandez** discusses how language barriers can overwhelm families seeking healthcare.
- ✓ **Adriana Campos** shares the impact of bilingual services in building trust and connection.
- ✓ **Veronica Macina** explains how investing in bilingual clinicians strengthens services for both families and staff.

By expanding access to care—whether through school-based services or bilingual support—Fred Finch is creating a future where every child and family has the resources they need to thrive.

🎧 Listen to our podcast: [Supporting California's Latine Community](#)



Investing in Our Workforce: Strengthening Careers & Impact through the Degree Assistance Program

At Fred Finch, we believe that investing in our employees means investing in the future of the youth and families we serve. One way we put this belief into action is through our [Degree Assistance Program \(DAP\)](#)—a program that removes financial barriers by providing scholarships of up to \$10,000. DAP helps cover the costs of job-related degree attainment and professional certification, ensuring employees can advance their education and careers without financial strain, **all while continuing their important work in the communities we serve**. By supporting their educational goals, we demonstrate our commitment to ensuring staff have the opportunities and resources they need to thrive, both personally and professionally.

Since its inception in the 2020-2021 fiscal year, DAP has supported **41 employees in furthering their education, many of whom have advanced to higher-level roles within the organization**. In the current 2024 fiscal year, **14 employees received support, and four of them were awarded this prestigious scholarship for the second time**, showcasing the continued impact of the program.

For many, this program has been more than just tuition support—it has been a **bridge between where they were and where they wanted to go**. One recipient shared: **"The Degree Assistance Program has been instrumental in easing financial stress and making professional development more accessible. As an immigrant, navigating resources for career growth can be challenging, and receiving this award for the second time has provided both support and motivation. I remain committed to advancing social justice and serving our diverse communities, and I'm grateful for the opportunity to continue growing with Fred Finch."**— Natalia Robles | Mental Health Counselor, Supportive Services for [Transition-Aged Youth \(STAY\)](#) for Alameda County.

This investment in our workforce has a direct impact on the quality of care we provide. When employees can grow within the organization, they bring **increased expertise, cultural awareness, and lived experience into their roles**.

A Workforce That Reflects Our Communities: Representation matter, particularly in a mental health care workplace. When staff members share cultural backgrounds and life experiences with the people they serve, it creates a stronger bond of trust, empathy, and understanding. This is especially important in mental health care, where clients often feel more comfortable and supported when they see professionals who relate to their unique challenges, experiences, and perspectives.

Our diverse staff and multilingual capabilities allow us to provide culturally responsive, inclusive care that meets the distinct needs of each participant. Today, nearly:

- ✦ **39% of our staff are LatinX**, aligning with the **28.9% of our participants** from the same background.
- ✦ **19.6% of our staff are Black**, ensuring we meet the needs of **18% of our participants**.
- ✦ **8.8% of our staff are Asian**, serving **2.9% of our participants**.
- ✦ Our **multilingual staff** provide services in **Spanish, ASL, Arabic, and more**, helping us reach the **nearly 14% of participants** who speak Spanish at home.

By having a workforce that mirrors the identities, cultures, and languages of the communities we serve, we ensure that our services are not only effective but also **foster a safe and inclusive environment** where every young person can thrive.

Supporting Workforce Growth & Impact: We are committed to attracting, retaining, and developing a workforce that not only meets the needs of our participants today but is prepared to support future generations. By supporting workforce development, we create long-term stability for our programs, enhance the quality of care, and ensure that our services remain culturally competent and community centered.

How You Can Help: Looking for a career where you can grow and make an impact? Explore opportunities to join our mission driven agency: www.fredfinch.org/careers

✦ Want to support workforce development in mental health care or donate to help support any of our programs to directly expand our reach to youth and their families in our programs? Your contributions help us invest in the professionals shaping the future: [Donate Here today](#). By investing in our people, we ensure that our impact extends beyond today, shaping a future where every child and family has access to the compassionate, effective care they deserve.



Support all the work Fred Finch does,
Donate Today!

Consolidated Statement of Financial Position

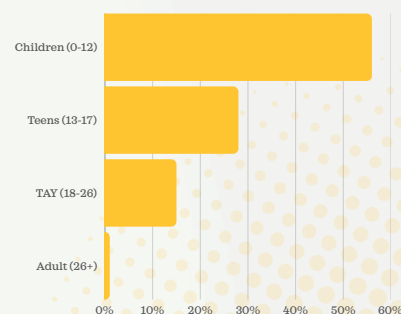
For the Fiscal Year ending June 30, 2024

Assets	2024	2023
Current Assets		
Cash and cash equivalents	4,042,743	4,132,017
Restricted cash	1,356,380	1,293,345
Accounts receivable, net	12,745,022	8,842,228
Prepaid expenses, deposits and other assets	813,183	809,004
Total current assets	\$ 18,957,328	\$ 15,076,594
Noncurrent Assets		
Investments held in perpetual trust by bank	98,565	93,344
Beneficial interest in charitable remainder trust	363,003	347,177
Marketable securities	2,830,529	3,020,684
Construction in progress	736,919	787,895
Operating lease right-of-use assets	3,181,609	3,521,594
Property and equipment, net	8,425,415	8,442,831
Total noncurrent assets	\$ 15,636,040	\$ 16,213,525
TOTAL ASSETS	\$ 34,593,368	\$ 31,290,119
Liabilities and Net Assets		
Current Liabilities		
Accounts payable and accrued liabilities	3,399,944	3,475,885
Advances and overpayments	999,887	3,041,955
Current portion of operating lease liabilities	739,626	884,078
Current portion of debt	-	1,319,082
Total current liabilities	\$ 5,139,457	\$ 8,721,000
Noncurrent Liabilities		
Lease liability, net of current portion	2,450,431	2,652,248
Long-term debt, net	8,759,060	8,589,104
Total noncurrent liabilities	\$ 11,209,491	\$ 11,241,352
TOTAL LIABILITIES	\$ 16,348,948	\$ 19,962,352
Net Assets		
Without donor restrictions	14,737,802	10,615,078
With donor restrictions	3,506,618	712,689
Total net assets	\$ 18,244,420	\$ 11,327,767
TOTAL LIABILITIES AND NET ASSETS	\$ 34,593,368	\$ 31,290,119

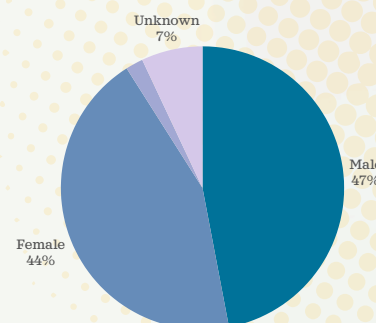
4,684

People Served in FY '24

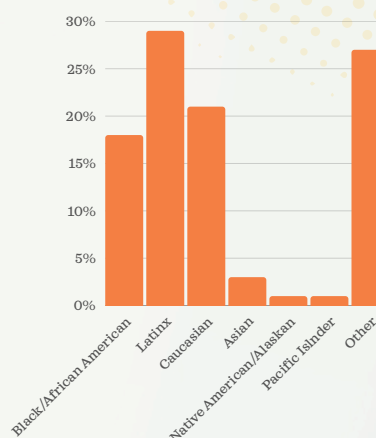
Age



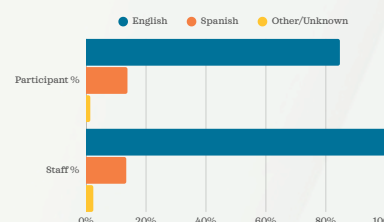
Gender



Race/Ethnicity



Language



Expenses	2024	Revenues	2024
Program Expenses	36,832,053	Local Contracts	29,548,699
Support Services	8,064,318	Federal Contracts	2,926,082
		State Contracts	5,032,574
		Contributions	3,265,449
		Investment Income	614,544
		Miscellaneous Income	10,425,676
Total Expenses	\$ 44,896,371	Total Revenue	\$ 51,813,024

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 2025. Your support helps us continue providing critical services to those who need them most.

Individuals

Joanna Riden Aamodt
Tami Abrams
Oluwatosin Adetutu
Emmanuel Akintayo
Toyin Aknola
Mark Alexander
Tom & Karen Alexander
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American Online Giving Foundation
Armanino LLP
AT&T Foundation
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California Trucking Association - Bay Area Unit
California-Nevada United Methodist Foundation
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Terry Town
The Blackburn Giving Fund
The Fremont Group Foundation
The Printers Circle
The Roger and Kathy Hoffman Family Foundation, Inc.
Ticket to Dream Foundation
Union Pacific Foundation
United Food and Commercial Workers Local 5
United Methodist Women Marysville
WD-40 Company Foundation

Please know we have worked hard to ensure the accuracy of this list which reflects donations made during our 2024 Fiscal Year - 7/1/2023 to 6/30/2024. If your name has been omitted or misspelled, please contact development@fredfinch.org

Looking Ahead

For over 130 years, Fred Finch has been a beacon of hope, resilience, and transformation. Founded in 1891 as an orphanage in Oakland, we have grown into a recognized leader in mental health, housing, education, and independent living services, now offering over 23 programs that provide a pathway to healing and self-sufficiency for children, youth, and families across California.

As we move into 2025, we remain steadfast in our mission to adapt, grow, and strengthen our programs to meet evolving needs. The challenges ahead only deepen our resolve to create meaningful, lasting change. The future is bright, and we are committed to making a lasting impact.



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

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