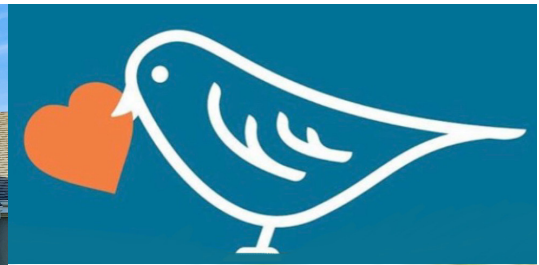


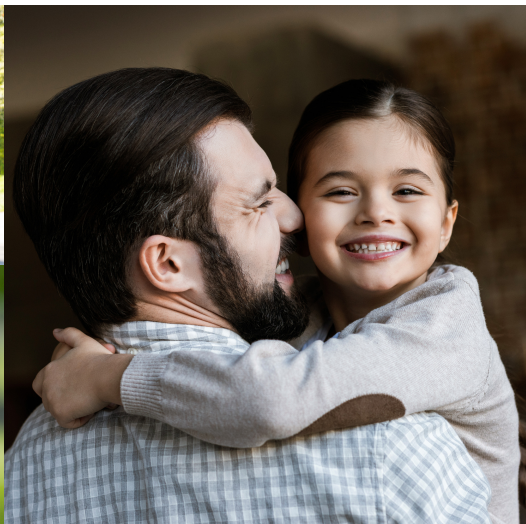
2020

# Annual Report



# FredFinch

## Youth & Family Services



"I think a hero is any person really intent on making this a better place for all people."  
– Maya Angelou

# Dear Friends of Fred Finch,

As we reflect on the past year and the overwhelming traumas we have suffered as individuals, a community, and as a nation, we find hope in the inspirational actions of those who have sacrificed their own comfort and safety to serve the greater good. Specifically, we are proud of the accomplishments of our staff, who never stopped providing services to the vulnerable children and families we serve throughout the entirety of this pandemic. Our work is challenging yet essential; each day of this year, our staff strived to ensure that we will not only recover from the COVID crisis, but emerge as a better and more united community.

While the virus has affected the health and wellbeing of all people and upended the core structures of our ways of life, this public health crisis has had tremendously disproportionate consequences for the vulnerable populations we serve throughout the state- including those with a mental health or developmental disability, those living in poverty, and people of color. We recognize the outsize impact this year has had on our participants, and all under-served communities, and have continued to progress and innovate as an agency so that we can meet the needs of those we serve.

Resilience is a virtue that has come to the forefront of our lives during these daunting times. Fred Finch has been cultivating and building resiliency for its participants and our communities for 130 years, and we will continue to adapt and grow our practices with each challenging moment to come. We know that each of our supporters join us in envisioning a future with greater safety nets, broader social supports, and hope for each and every child and family. We hope that you're taking some time to reflect on your own resiliency this year, and that you will join us in supporting Fred Finch participants- and the community at large- in cultivating a culture of nurturance and strength as we emerge from this pandemic and era of momentous social change.

With gratitude,  
Thomas N. Alexander, President & CEO  
Elisabeth Jewel, Chairperson of the Board of Directors

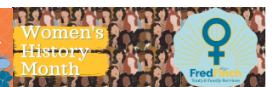


## Cultural Awareness

**Fred Finch continues to build and grow our work in Diversity, Equity, and Inclusion**

Four years ago, Fred Finch introduced an agency Racial Equity Initiative with the goal of having the most diverse and prepared staff to provide the highest quality of care to our participants, families, and communities. This past year has been most challenging in so many ways with COVID-19, increased racial injustice and political strife- only strengthening our resolve and commitment to building equity within our agency. We continue supporting our racial affinity group projects, increased cultural training and support opportunities for staff.

In an effort to acknowledge and celebrate our cultural diversity internally and with our supporters and stakeholders, our Southern California Regional Vice President, Teresa Chapa, Ph.D., MPA, led an effort with staff to form an agency-wide cultural month awareness series that includes workgroups that meet to explore and share topics of diversity. Each month, staff is given the opportunity to learn more about colleagues and participants and how experiences relating to marginalized cultures is essential to making Fred Finch a more equitable place.





# Making An Impact



One of the many sacrifices we all endured throughout the pandemic was our inability to gather with loved ones, friends and social networks outside of our immediate households. While we definitely missed the chance to mingle with our supporters at this year's Impact Celebration, we seized the opportunity to highlight the work we do with children and families across the state by presenting an online evening celebrating our entire staff in both Northern and Southern California and our commitment to diversity, equity and inclusion.

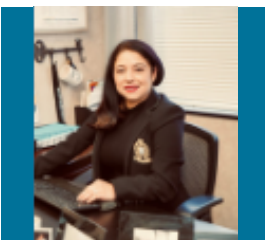
The evening included several videos featuring our participants' stories as well as the keynote 'In a Time of Two Pandemics: A Discussion on Health Equity and Why it Matters,' presented by esteemed Fred Finch Board Member Tosan Boyo, MPH. The evening also featured the acceptance of the 5th Annual John F. Steinfurst Community Award as presented to our staff, who were honored for their resiliency as essential workers throughout the COVID crisis. To view the celebration in full, visit: [https://www.youtube.com/watch?v=Krr\\_nkJzFIY](https://www.youtube.com/watch?v=Krr_nkJzFIY)

## Education Support Program

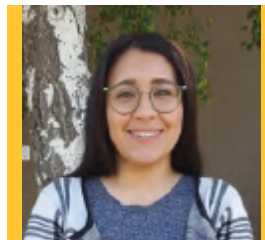
As a testament to Fred Finch's commitment to recruiting and retaining a highly qualified workforce, we are incredibly excited to announce the launch of the Fred Finch Youth & Family Services' Education Support Program. This new innovative and supportive initiative was championed by our Human Resources Department in partnership with our Board of Directors Workforce Learning and Growth Committee. The policy contains two separate programs, each designed to encourage and support Fred Finch employees to pursue educational advancement.

The Educational Reimbursement Program is designed to reach a greater number of employees with varying levels of educational advancement needs such as assisting with the cost of tuition and books, or workforce advancement training opportunities, and provides a \$1,000 annual stipend to eligible employees who apply.

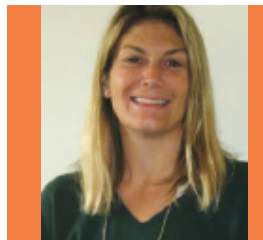
The Degree Assistance Program specifically aims to provide a select number of employees interested in obtaining a bachelor's or master's degree with a \$10,000 stipend towards the cost of the degree program of their choice. We are incredibly proud of the commitment these individuals demonstrate to advancing their skills and knowledge in support of the communities we serve, and are honored to announce the recipients of our pilot year offering the Degree Assistance Program to our workforce:



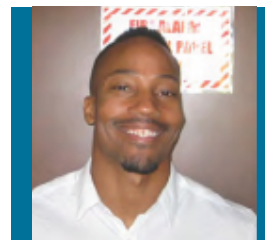
Karina Helgeson



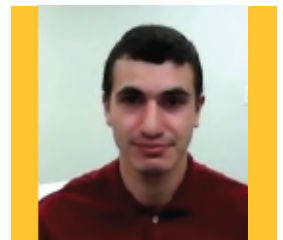
Glenda Cruz



Katie Estberg



Mark Blackshear



Lucas Maia



# Community in Need

Working with marginalized communities for more than a century, Fred Finch is used to being flexible and innovative in the face of unforeseen obstacles. The COVID-19 pandemic was one of the biggest yet, and presented some especially tricky challenges for our community-based services. Our staff exhibited exceptional adaptability, responding quickly and effectively to the emotional and physical challenges of living in a pandemic-dominated world. They pivoted to telehealth and remote work, moved to socially distant supply drops, and adjusted to life in PPE. In some cases in which remote work was not feasible, staff risked their own health to continue to work in the communities that they serve, supporting community wellness and resiliency for all.



## From School to Home



Before therapy, McKyla recalls how the smallest provocation put her in a rage. At school, her guardian and grandmother Kim would be called in frequently because McKyla was acting out, throwing chairs, and yelling. Her sister Mariah had similar issues.

But over their four years of involvement with Alameda County School-Based Services – which the sisters continue during COVID through video chat – McKyla, 17, and Mariah, 15, have learned how to talk about their emotions and have found ways to contend with their trauma and grief. They lost their mother when they were infants and their father is mostly absent from their lives. The two girls suffer from depression and ADHD.

Their grandmother Kim has also grown after receiving counseling from Fred Finch. Instead of yelling immediately and punishing the girls when they act out, she listens and tries to understand what they are feeling.

“All three of us are growing and changing together,” Kim says. “All three of us.”



[fredfinch.org](https://fredfinch.org)



# A Sound Solution

In response to the 'Shelter in Place' restrictions enforced due to the pandemic, many of our clinicians were forced to abruptly transition their treatment methods to telehealth via virtual communication platforms. While this transition ensured Fred Finch staff were able to connect with participants, it also presented a new set of challenges for clinicians to navigate in order to provide essential services to the youth and families we serve.

David, a mental health therapist in the Fred Finch Therapeutic Behavioral Services (TBS) program, developed solutions to the challenges presented by this shift to online therapy by finding a different way to connect with his participants. David works with youth to develop coping skills and self-regulation techniques. But with the pandemic requiring a switch from in-person meetings to communications via video chat, therapy was not going well and he was struggling to connect with his participants. He knew he had to adapt his method.

A musician himself, he set about integrating music into his sessions, culminating in the introduction of software that allows his young participants to compose their own songs. This innovation of music-assisted therapy provided his participants with a creative and engaging outlet to communicate their feelings while participating in their treatment sessions.

David explains, "It opens up an emotional door that the kids might not normally have access to. They are taking anger or other emotions that would turn into violence and instead, putting it into art."

## The Strength of Family

When the San Diego Specialized Wraparound team met the Clark family 10 months ago, they were in crisis. Demetrius was experiencing emotional dysregulation that severely interrupted his life, as well as the rest of the family's. Demetrius couldn't participate in distance learning for more than 10 minutes, and experienced intense emotional outbursts every day. The Clark family was feeling scared and hopeless, but they were determined to work with the Wrap team to see what progress could be achieved.

Using the Specialized Wraparound process, the team provided community resources, psych-education to better understand why Demetrius was having a difficult time, and collaboration with the whole family and their network of supports. Between the family's hard work and the Wrap team's guidance, each family member developed an awareness of emotional and behavioral needs, leading to the creation and practice of innovative strategies and interventions. Demetrius and his family gained insight and understanding about his behaviors and learned to intervene and respond effectively. Demetrius is now able to sit through his distance learning classes with minimal support and is receiving A's and B's in all his classes and uses his newly acquired skills daily to continue practicing emotional regulation. The Clark family's success is a testament to their dedication to the Wraparound process. Their persistence, hard work, and follow-through to better understand and meet each other's true needs ensure that the changes they've created will be long-lasting.



Photo Credit to Jane Tyska/ Bay Area News Group.



The Clark Family



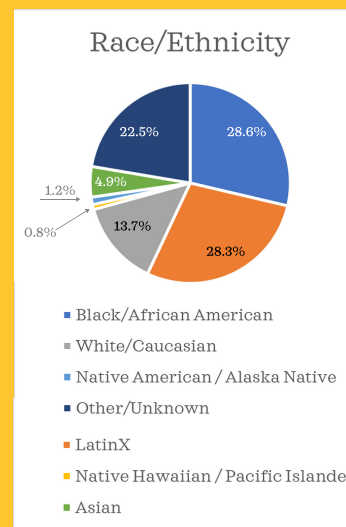
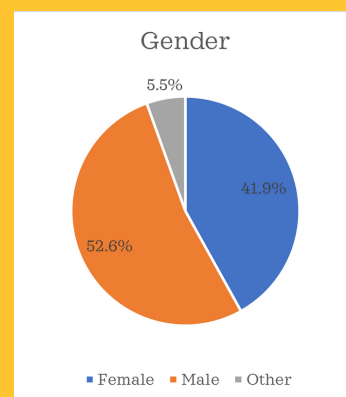
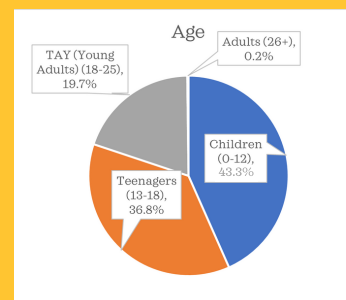
# Consolidated Statement of Financial Position

## For the Fiscal Year ending June 30, 2020

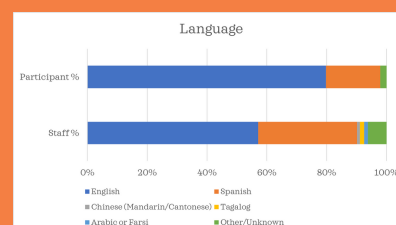
Assets	2020	2019
<b>Current Assets</b>		
Cash and cash equivalents	9,140,051	2,963,595
Restricted cash	1,204,211	1,182,701
Accounts receivable, net	6,703,955	6,558,775
Prepaid expenses, deposits and other assets	699,914	838,499
<b>Total current assets</b>	<b>\$ 17,748,131</b>	<b>\$ 11,543,570</b>
<b>Noncurrent Assets</b>		
Investments held in perpetual trust by bank	97,903	101,989
Beneficial interest in charitable remainder trust	312,382	318,830
Marketable securities	1,377,795	1,591,990
Construction in progress	85,015	762,296
Property and equipment, net	9,745,796	9,337,293
<b>Total noncurrent assets</b>	<b>\$ 11,618,891</b>	<b>\$ 12,112,398</b>
<b>TOTAL ASSETS</b>	<b>\$ 29,367,022</b>	<b>\$ 23,655,968</b>
<b>Liabilities and Net Assets</b>		
<b>Current Liabilities</b>		
Line of credit	544,000	736,000
Accounts payable and accrued liabilities	3,199,482	3,107,295
Advances and overpayments	2,807,577	1,512,907
Refundable Advance (Paycheck Protection Program)	2,441,453	-
<b>Total current liabilities</b>	<b>\$ 8,992,512</b>	<b>\$ 5,356,202</b>
<b>Noncurrent Liabilities</b>		
Obligations assumed under King Street acquisitions	725,900	707,600
Long-term debt, net	9,308,317	9,108,361
<b>Total noncurrent liabilities</b>	<b>\$ 10,034,217</b>	<b>\$ 9,815,961</b>
<b>TOTAL LIABILITIES</b>	<b>\$ 19,026,729</b>	<b>\$ 15,172,163</b>
<b>Net Assets</b>		
Without donor restrictions	9,305,905	7,430,298
With donor restrictions	1,034,388	1,053,507
<b>Total net assets</b>	<b>\$ 10,340,293</b>	<b>\$ 8,483,805</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 29,367,022</b>	<b>\$ 23,655,968</b>

# 5,626

People Served in FY20



Expenses	2020	Revenues	2020
Program Expenses	31,694,198	Local Contracts	28,250,302
Support Services	6,697,089	Federal Contracts	1,488,147
		State Contracts	4,304,040
		Contributions	4,414,663
<b>Total Expenses</b>	<b>\$ 38,391,287</b>	Investment Income	121,217
		Miscellaneous Income	1,669,406
		<b>Total Revenue</b>	<b>\$ 40,247,775</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

John & Joanna Aamodt  
Margaret Alexander  
Tom & Karen Alexander  
Elizabeth Allum  
Esmeralda Anaya  
Angela Anderson  
Aaron Axelsen  
Catherine Babiec  
Jeff Bailey  
Heath Barbier  
Tom Bates  
Allison Bellaria  
Amanda and Branden Berns  
Johanna Bernstein  
Ken Berrick  
Benjamin Blake  
David Bockman  
Shamim Bonna  
Mark Bostick  
Joe & Paula Bourgeois  
John Bowie  
Tosan Boyo  
Sugey Bragdon  
Alden Briscoe  
Steven Brook  
Amy Bulgatz  
Bobbi Burger  
Jen Cardenas  
Adam Carruth  
Catherine Casalias  
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Lesley Cohn  
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Kris Gallegos  
Dennis Geary  
Barbara Glaze  
Jan Godfrey  
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Sandy Graves  
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Linda Green

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Katia Hazen  
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Anna Henderson  
John & Gloria Henderson  
Julie Henderson  
Tray Herrera  
Andy Hildebrand  
Doreen Hodges  
Brittany Hoffman  
Patricia Hoffman  
Duane Jackson  
Mark Jacobsen  
Pastor Anthony Jenkins  
Elisabeth Jewel  
Bradley Johnson  
Douglas Johnson  
Ellie Johnson  
Randy Jones  
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Stefanie Kalem  
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Nitin Karandikar  
Birdene Keddington  
Tiffany Keithly  
Gregory Kershaw  
Dong Kim  
Bishop David Kimball  
Gabe Kopley  
Cheri Kraus  
Sarah Krupp  
Kenneth Kuchman  
Rebecca Kurth  
Ann Lanzerotti  
Lynn Lewis  
Angela Livermore  
LaTricia Louis  
Michelle Lucey  
Mario Machado  
Jennifer Madden  
Dr. Sumner Marshall  
Hermine Marshall  
Susan Marshall  
Kai Marshland  
Susanna Marshland  
Don Martin  
Janet Mathis  
Patty McAlpine  
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Portia Mitchell  
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Claudia Pampanara  
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Katie Percy  
Graciela Perez

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Elizabeth Purtill  
Katherine Purtill  
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Marjorie Reihl  
Meghan Renken  
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Sara Jo Rodriguez  
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Eileen Saldana  
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Maria Sargent  
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Stephen Shankland  
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Mona Veatch  
Larry Vollintine  
Richard Walter  
Jim & Beth Walls  
Katherine Williams  
Matthew Williams  
Bishop Alph Wise  
Jamie Wong  
Julie Wright  
Bernice Yeung  
Burt Yin  
Marcus Young

## Organizations

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ADIDAS  
AIR CONDITIONED Lounge  
AMAZON  
American Online Giving Foundation  
America's Best Local Charities  
Ann Martin Center  
Antique Row Cafe  
Apollo Lodge 123  
Armanino LLP  
Barnes and Noble (El Cerrito)  
Bernard E. and Alba Witkin  
Charitable Foundation  
Bernardo Winery  
Berry Properties  
Bradford Portraits  
CALAVERA  
California Surplus Line Association  
California Trucking Association  
- Bay Area Unit  
California-Nevada United  
Methodist Foundation  
Callaway Golf Foundation  
Carruth Cellars/Urban Winery  
Casi Cielo Winery  
CEC Entertainment, Inc.  
Century Club of San Diego  
Challenge Dairy Products, Inc.  
Chamberlin Family Foundation  
Cheesecake Factory  
City National Bank  
Coheart Giving Circle  
Cohn Restaurant group  
Community Foundation  
of Greater Memphis  
Community Health Charities  
Contra Costa Regional Health Foundation  
Costa Regional Health Foundation  
Deloitte Oakland  
East Bay Community Foundation  
Ed Block Courage Award Foundation  
El Macero  
Excel Hotel Group  
Faction Brewing  
Fidelity Charitable Gift Fund  
First Northern Bank  
Fish Market Restaurants  
Flagship Cruises & Events  
Fort Ross Vineyards  
Fremont Group Foundation  
Gilead Sciences Inc.  
Grande Colonial Hotel La Jolla  
HBG Design  
Hornblower Cruises and Events  
- San Diego  
Impossible Foods Inc.  
In-N-Out  
John Muir Health  
John Steinfirst Family Fund  
Kaiser Foundation Health Plan, Inc.

Kaiser Permanente  
Kinkade Family Foundation  
LaFayette Hotel  
Law Offices of Schwartz & Storey  
Lime Ventures  
Loma Club  
Los Rios District UMW CA/NV Conference  
Lynnewood United Methodist Church  
Metro Services Group  
Modern Times Beer  
Oakland Zoo  
Oaklandish, LLC  
Old Globe  
Online Giving Foundation  
Oriental Trading Company  
Oshay Family Foundation  
Pacifica Del Mar  
Pala Casino Resort & Spa  
Panera Bread  
PayPal  
Project Glimmer  
Promises 2 Kids  
Raiders  
Rowley Portraiture  
Sammy's Woodfired Pizza & Grill  
San Diego Natural History Museum  
San Diego Repertory Theatre  
San Diego Symphony  
San Diego Workforce Partnership  
San Ramon Valley United Methodist Church  
Save our Heritage Foundation  
Schwab Charitable Fund  
Silicon Valley Community Foundation  
Subterranean Coffee  
TANIUM  
Taylor Memorial United Methodist Church  
Terry Town  
The Homebrewer  
The Lafayette Ward  
The Loma Club  
The Rabbit Hole  
The University Ward  
Ticket to Dream Foundation  
Tickets For Kids Charities  
Toys for Tots  
Town Kryer LLC  
TRUIST  
United Methodist Church of Los Altos  
United Methodist Women  
United Methodist Women Downs UMC  
United Way of Greater Los Angeles  
Upper Case Tea  
Valkyrie Selections  
Walker Foundation  
Walnut Creek on Ice  
Waypoint Public, Park & Recs  
Wayside United Methodist Women  
WD-40 Foundation  
Winsor Kinkade  
xMatters  
York Creek Winery LLC  
YourCause  
Zachary's Chicago Pizza, INC



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



## Main Offices



Alameda (Regional Office)  
3800 Coolidge Avenue  
Oakland, CA 94602  
(510) 482-2244

San Diego (Regional Office)  
10174 Old Grove Road Suite 100  
San Diego, CA 92131  
(619) 281-3706

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

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Fred Finch Youth Center