

FredFinch

Youth & Family Services



The Fred Finch Bulletin
Quarterly Newsletter

February

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Happenings | Updates

Fred Finch Transfers Berkeley Youth Housing Program to Larkin Street Youth Services

It is with mixed emotions that we share that our longstanding Turning Point Housing Program was officially transferred to another provider in late October of last year. This was the culmination of a multi-year process. The **Fred Finch Board of Directors** had been searching for a provider that was more versed in HUD grants, which Turning Point receives, in order to free up our own agency to focus more on our existing areas of expertise: **mental health services and foster youth**.

The program, the building housing the program, its remaining participants, and many staff were transferred to [Larkin Street Youth Services](#), a San Francisco-based agency whose entire specialty is in serving homeless youth, and who has a strong track record in managing HUD grants and transitional housing programs. While we are pleased to have found a competent and compatible agency for Turning Point, we were sad to say farewell to the youth and staff.

We are immensely grateful to each and everyone of our Turning Point staff members, as well as the City of Berkeley for their continued support and dedication since 2003, when Fred Finch inherited the program from another Berkeley provider. We look forward to many more years of mission-focused, outcome-driven services, that contribute to the well-being of our community. **To read the official press release:** [CLICK HERE](#)

Supporting Mental Health in The Workplace: Employee Assistance Program (EAP)

Here at Fred Finch, staff wellness is a top priority. We believe that wellbeing is holistic, and including mental and physical health as well as a solid work-life balance. We are extremely proud to offer our staff an equitable, competitive salary, and a generous health benefits package. Notably, our Employee Assistance Program (EAP) for staff and their immediate family members includes up to **8 free counseling sessions per year**.

This benefit is especially critical for our agency because of the nature of our work; it is vital to our agency that staff members and their families receive the support and care they need.

Clinical Mentorship Program

With a generous grant from [Gilead Sciences, Inc.](#) Fred Finch designed a pilot mentorship program for **ten clinicians of color** as a piece of our agency-wide Racial Equity Initiative. We believe that mentorship is a key component to closing the racial equity gap in the mental health workforce and are piloting a model where clinicians of color are matched with a clinician-leader of color—providing a safe space where mentees can learn, grow, and strengthen their professional identity and their voice, furthering their resilience in the face of obstacles.



One of our mentees, Edgar, works in our Therapeutic Behavioral Services (TBS) program and was matched with a highly experienced mentor, Dr. Rocky Romero.

Edgar shared that when he first joined the agency he would sometimes feel out of place as the solo Hispanic clinician on staff and struggled to fully understand his place in Fred Finch's agency culture. Edgar reports his self-confidence and assuredness has grown tremendously under the mentorship of Dr. Romero.

He explains, *"I have a voice and I can use it when I need to. It doesn't hurt to ask questions and not hold back out of fear. I'm learning to find solutions for my challenges. And I'm also learning that I am a voice for my clients."*

Dr. Romero works with Edgar to help him develop a deeper understanding of community health, and more specifically, what it means to be a male clinician of color in these spaces. Together, they have tackled Edgar's feelings of imposter syndrome - feelings of self-doubt often experienced by people of color, and today he feels more assured and confident in himself as a clinician.

According to Dr. Lucia Melano, Mentorship Program Manager, *"Leading the Fred Finch Clinical Mentorship Program has been so rewarding because the evidence that mentorship works is crystal-clear. Through conversations with mentees, I have been able to witness firsthand the professional and personal growth that occurs when given the appropriate support. I feel honored to be a part of this unique Clinical Mentorship program that supports our clinicians of color in finding and developing their voices."*

End of Year Fundraising Impact

Our donors have a BIG impact!

Thanks to the generosity of those who donated to our **End of Year Fundraising Campaign**, we were able to help our participants have an enjoyable and meaningful holiday season. With the funds raised we were able to provide financial support via gift cards to our participants and their families, including residents in one of our **Transitional Housing Programs**.

When we spoke to one of the residents, a young mom with a small child, she said: *"The gift card (and other gifts) helped a lot because baby stuff is expensive! This was actually the first time I was able to buy a whole box of diapers and a whole box of wipes. Usually, I just buy a few here and there when I can."*

Thank you for caring about the kids, young adults, and families at Fred Finch. If you'd like to help a participant, you can [CLICK HERE](#)

Child and Family Team (CFT) Program Spotlight

[The Fred Finch Child and Family Team \(CFT\) Meeting Facilitation Program](#), located in San Diego, CA. organize and facilitates Child and Family Team (CFT) meetings for **youth ages 0-21** affiliated with Child Welfare Services (CWS), Probation, and/or Behavioral Health Services (BHS). It is one of two programs in California that offers third-party facilitation and is staffed by a highly trained and dedicated team located throughout the county. The program has over 40 Staff members and over half are bilingual Spanish /English and bicultural with emphasis on implementing cultural responsiveness and humility.

Our goals are to provide support to participants and promote overall well-being for youth and families through enhanced communication and collaboration with the people most important in their lives, including professional supports and natural supports. We address various participant needs including but not limited to preparing for upcoming court dates, addressing mental health concerns, and/or if a change of placement is needed.

.This program was **first launched in 2018 as a brand-new contract** and **won an award in 2020 from the National Association of Counties for the Best in Category award recipient**. We recently were **extended for another 5 years (through 2027) with expanded services to include Emergency Removal CFT meetings for CWS**.

To ensure the highest level of flexibility, CFT meetings are conducted primarily on virtual platforms (Teams or Zoom) or a conference speaker platform. Each year we provide approximately 4,000 CFT meetings with thousands of formal supports and natural supports. **Our commitment to participants includes making initial contact with the referring party within 24 hours of referral receipt, conducting 99% of the meetings within 5 business days, and engage or invite natural supports to 100% of the meetings completed.**

To learn more about CFT Program including eligibility, how to obtain referral, and frequently asked questions, [CLICK HERE](#)

Community Resource: Training Institute

Did you know that Fred Finch has a [Training Institute](#) that provides high-quality trainings to service providers and caregivers in our community? We are approved to provide Continuing Education (CE) hours by the California Association of Marriage and Family Therapists (CAMFT). CE hours are available for LCSWs, LMFTs, LPCCs, and LEPs. All trainings are offered at no cost, in partnership with Chabot-Las Positas College District, Alameda County and funded by Title IV-E.



Training registration is available to anyone who provides care and/or services to:

- Alameda County foster children and/or youth
- Children and/or youth facing imminent enrollment in Alameda County services.

Some of February's training offerings include "Decolonizing Case Management", "Simple Mindfulness Practices for System-Involved Youth", and "An Introduction to Trauma-Focused Art-Based Strategies".

***Those who support foster youth and/or system involved youth in certain counties (Solano, Contra Costa, Humboldt, Mendocino, Tuolumne, Lake, and Calaveras County) can also attend if/when we have sufficient Alameda County registration and there are spots still available in the training.*

[CLICK HERE](#) to register for one of our upcoming trainings!

Volunteer & Community Partnership Spotlight

For the past several years, Oakland campus residents have had the pleasure of enjoying a **Thanksgiving meal prepared by former Fred Finch resident Michael Littlebear**. Michael lived on campus over 45 years ago, however, still feels connected to the youth.

Michael, alongside his son Michael (pictured), cooked and delivered meals on Thanksgiving morning to our residents on their way to delivering meals to an East Oakland homeless encampment. *"I love cooking for the people. It simply makes me happy."*



If you or your organization is interested in a volunteer opportunity with **Fred Finch Youth & Family Services**, please visit our [volunteer page](#) to learn more and sign up today! Or simply send us an email or call: development@fredfinch.org / 510 406 8717



"Volunteers do not necessarily have the time; they just have the heart." ~Elizabeth Andrew

Community Partnership Spotlight

Fred Finch Youth & Family Services was featured in the [Dimond Improvement Association \(DIA\)](#) December 2022 newsletter. Based in Oakland's Dimond District, DIA is a community-based, non-profit organization with a mission to improve public safety and build a stronger sense of community belonging! DIA board members toured our Oakland campus to learn more about the programs & services that support our neighboring community and beyond. *"I've walked past the front gate so many times, and yet I never realized there's so much going on there, with so many staff helping people through so many different needs. It changed how I see the neighborhood,"* said board member Alex Park. *"It's one more reason the Dimond is such a special place,"* added DIA member Heather Harris.

We are grateful for community support and new partnership! For more information [CLICK HERE](#)

Earlier this year, In partnership with [Vision To Learn](#), Fred Finch was honored to host a free vision mobile clinic to our participants between the ages of 5- 18 at our Oakland campus. Rain or shine, kids from all over the Bay Area came in, got screened, received an eye exam, and (if needed) received a **free pair of glasses!**

We are so grateful for the staff at [Vision To Learn](#) for their hard work and dedication to improving the lives of youth throughout the Bay Area!



New “On the Wire” Podcast Episode Now Available



On the Wire with Fred Finch is a podcast series that we started as a way to share stories, experience and knowledge gained from more than a century of helping disadvantaged young people and their families. Our staff of clinicians and mental health professionals offer unconditional care, support and opportunity to youth and their families who face complex challenges.

On the Wire gives Fred Finch the opportunity to share the decades of experience and some of our most interesting updates with community members and staff alike. We are super excited to share our **latest episode** of **On the Wire with Fred Finch** with you!

This episode features Fred Finch's **Alameda County School Based Services Program** team discussing the importance of providing immediate mental health counseling and support in schools whenever students and teachers feel unsafe and hopeless in response to trauma.

With the recent uptick in school shootings and widespread violence affecting communities across the country, it's essential to provide immediate support and **a healing space for students and educators.**

Have a listen: [HERE](#). or for a complete library of all our episodes please visit **On the Wire** [HERE](#)

We Are Hiring!

Did you know we are always hiring? If you or someone you know would like to join a diverse, inclusive workforce in support of children, youth, young adults, and families please visit the Fred Finch careers page [HERE](#).

Some positions do offer a sign on bonus! We also offer an equitable, competitive salary, and generous benefits package.

Join Fred Finch and make a difference every day!

The graphic is a hiring advertisement with a yellow background and tropical leaf patterns in blue and orange. At the top, it says "We Are Hiring!" in a bold, blue font. Below that, in smaller text, it says "Join Our Dynamic Teams Serving At-Risk Children & Youth". The main body of the graphic contains two columns of bullet points listing benefits. At the bottom, the Fred Finch logo is displayed, consisting of the name "Fred Finch" in a blue font with a small bird icon above the "i", and "Youth & Family Services" in a smaller, black font below it.

- 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

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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