

FredFinch

Youth & Family Services



The Fred Finch Bulletin

Quarterly Newsletter

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Nonprofit & Corporate Citizenship Awards 2022-Finalists!

We are proud to be a FINALIST in the San Diego Business Journal - Nonprofit & Corporate Citizenship Awards of 2022! It is an honor to be categorized as part of such a significant group of community organizations. Thank you to each one of you for your commitment and dedication to our work in serving our communities. Click [HERE](#) to view the full list of finalists.



Fred Finch Hires Chief Program Officer: Elizabeth Adeyi



We are delighted to officially welcome our new Chief Program Officer – Elizabeth Adeyi to the Fred Finch family! Elizabeth, who stepped into her role on September 1st, has operational authority for all programs in both Northern and Southern California, including CARES. Elizabeth will supervise program senior leadership across both regions. For more details of her role and diverse background, click [HERE](#).

Fred Finch Announces New Employee Flex Benefit Program

The Fred Finch Flex Benefit program is an innovative approach to supporting our employees by offsetting their cost of living in the category best suited to their individualized situation. The Flex Benefit is a \$150 per month stipend for all full-time employees that will be applied to the cost of the benefit of the employee's choosing or taken as additional income. Pre-tax options include:

- 401k contribution
- Paying off student loan debt
- FSA account contribution for medical care, dependent care, or transportation costs.

To learn more about the program and other Innovative Incentives we offer our employees click [HERE](#)



7th Annual Impact Celebration

Fred Finch recently celebrated our 7th Annual Impact Celebration on **September 29th, 2022** at the Oakland Museum of California and successfully raised funds to help kids, youth, and families receive specialized treatment, support, and interventions.

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.

That evening, we also heard a heartfelt and poignant story from a mom who was fighting to figure out how 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.

We want to thank our sponsors, donors, board members, staff, volunteer musicians, and attendees for your continued commitment and support for a successful event. Thank you for caring about the kids and families we serve.

School Supplies Success Story

The generosity of our donors makes a BIG difference, and this story will show you how.

Early in 2022, one of our students (we will call him Larry) and his family were displaced in a devastating house fire. **They lost everything.** Slowly they've been putting the pieces back together but at the end of the summer they could not afford the school supplies or backpack that Larry needed to start school last month.

Thanks to the donors of our **July School Supply Appeal**, Larry was able to get the supplies and backpack he needed. **He and other students in our non-public schools are getting what they need** to start school this fall on the right foot – excited and ready to succeed! In fact, we were able to distribute over \$6,000 to our students and their families. What an amazing impact!

You care about the students at Fred Finch. While it might seem like providing school supplies and everyday items is not a big deal, it IS meaningful to our students AND their families, and it helps our community a little bit at a time.

Thank you for caring about our students. And of course, if you'd like to help another student today, you can click [HERE](#).

On The Wire with Fred Finch



On the Wire with Fred Finch Youth & Family Services 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 offers unconditional care, support and opportunity to youth and their families who face complex challenges.

Have a listen to our [latest podcast episode](#) featuring the Fred Finch Human Resources team as they discuss the intricacies of recruitment and retention during 'The Great Resignation' as well as the struggles associated with California's shrinking mental healthcare workforce in the face of higher demand for services. For a complete library of all our episodes visit [HERE](#)

Mental Health Podcast Featuring our very own: President & CEO, Tom Alexander

The pandemic has changed the mental health landscape as we once knew it, putting an unprecedented strain on an already stressed situation. Check out this podcast, [After the Weather with Spencer Christian](#) to listen to our very own President & CEO, Tom Alexander, weigh in on what agencies like ours are doing to minimize the impact in our communities.



In the News:

- [Grant Paves Way for Imperial Valley High School Students to Enter Developmental Health Field](#)
- [Pilot program at SHS to develop mental health care workers](#)

Equitable and Culturally Diverse Leadership

Meet **DeVera Jackson-Garber** - Transitions Program Manager & a dedicated Cultural Connections Committee leader, committed to providing culturally responsive practices and improving diversity, equity, and inclusion at Fred Finch for over ten years!

When you hear what colleagues and other committee members had to say about her leadership as a chair for 10+ years, you will understand why DeVera is so integral to our agency. While everyone praised the strength of her leadership, here are some of the other things they admired about DeVera: "perseverance, dedication, insight, compassion, willingness to speak up and speak out," "her passion to advocate for equity throughout Fred Finch never ceases to amaze me," "wisdom, empathy, patience and leadership on racial justice and equity," "her commitment to social justice and equity is truly inspirational," "passion for effectively, compassionately, and justly responding to our participants and to one another in all our diversity," "wisdom, empathy, patience and leadership on racial justice and equity," "warmth, solidity of presence, patience, and understanding."



In her own words DeVera says, "I am committed to helping Fred Finch realize our mission of being an equitable, just, and welcoming agency in every aspect of our work, every department, every procedure, every service, and every interaction. I don't want to leave a stone unturned."

In the same spirit and in keeping with our vision and goals for **Diversity, Equity, and Inclusion**, we are proud to celebrate **Juneteenth** as a new paid holiday. We celebrated Juneteenth for the first time in 2022! The support for this additional day of recognition was unanimously voted for by Fred Finch leadership. We join the country in recognizing the significance of this day in our promotion of equity and meaningful racial justice.

Mentorship Program For Clinicians of Color: Earlier this year, Fred Finch was awarded grant funding by, [Gilead Sciences, Inc.](#) to pilot a mentorship program, as part of our Racial Equity Initiative, to provide **ten clinicians of color** with a dedicated mentor to help them strengthen their professional identity and voice, furthering their resilience in the face of obstacles.

These mentors will offer specific career mentorship, with a focus on general success in the field of mental health. The program will focus on career pathways, the specific challenges of being a person of color working in mental health, articulating barriers and steps to overcome them, as well as job-specific and soft-skill development such as: building relationships, decision-making, and giving and receiving feedback.

The program exemplifies Fred Finch's commitment to grow, improve, and strengthen our position as a recognized leader in the field of mental health in California. We are focused on the development of the mental health workforce statewide; on broadening opportunities for people of color and creating an equitable industry in which diversity is celebrated as the strength that it is.

Volunteer of the Year & Community Spotlight

We are proud to announce the nomination of Greg Kershaw for the North County Philanthropy Council's 2022 Volunteer of the Year! Greg has served on our Board of Directors since 2014 and was recently elected Chair. He is a generous and dedicated volunteer who always demonstrates his commitment and passion for the communities we serve. "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."

Greg Kershaw



Thank you Greg for countless hours of dedication, exceptional talent, and unwavering commitment to investing in Fred Finch's future.

Community Spotlight

The Fred Finch **Contra Costa School Based Services** was recently highlighted in the **John Muir Health** Community Benefit Report for providing access to Mental Health Services directly to the community in need. Fred Finch's services helped bridge the gap for people in Contra Costa County, bringing one-on-one therapy directly to high school students in Antioch and providing accessible mental health services to John Muir Health's Mobile Health Clinic and the clients of their Beyond Violence program.

According to Program Director Melissa Cesario, Fred Finch's partnership with John Muir Health "allows us the pure intention of providing what's needed-with programs that are flexible, including working with parents, and starting groups. This allows us to really support what the community is asking for. We are getting somewhere. Mental health support can open-up another path for clients. We walk alongside them. When you have someone helping, encouraging, it makes all the difference. We help them develop their inner strength. This work can lead to a healthier community."

We Are Hiring!

Did you know we are always hiring? If you or someone you know is looking to join a dynamic team serving at risk children and youth, check out our career page with open positions [HERE](#). **Some positions do have sign on bonus!**

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 131-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)

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

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