



east bay agency for children



Reducing
the Impact of
Social Inequities
& Trauma

Annual Report

Fiscal Year
2014-2015

Mission

East Bay Agency for Children improves the well-being of children, youth, and families by reducing the impact of trauma and social inequities.

Dear Friends,

We are thrilled to share with you this Annual Report for Fiscal Year 2014-2015. This past year was one marked by tremendous planning, progress and accomplishment.

As you review this report, you will learn of East Bay Agency for Children’s strategic planning process and resulting plan content. You will gain understanding of how our work with children, youth and families integrates with our new strategies of building resilience, aiding in recovery, and preventing trauma, strategies based upon the results of the scientific studies regarding “adverse childhood experiences” and childhood brain development.

Additionally, you will be introduced to T² - Trauma Transformed, a very exciting regional project we were selected to lead.

East Bay Agency for Children hit a significant milestone this past year. For the first time we surpassed \$10 million in investment in our community. Management and staff are proud of the impact represented by that level of investment, from youth graduating from high school as a result of finally understanding how their trauma history has impacted their lives, to families enrolled in affordable health insurance plans – many for the first time, to preschoolers entering mainstream kindergarten after receiving intensive interventions for challenges hindering typical social-emotional development.



A key to East Bay Agency for Children’s continued success and leadership is the remarkable commitment and dedication of our staff. Though the work can be emotionally difficult, the staff continue to perceive EBAC as a supportive and meaningful place to work, as evidenced by our being named once again as a Top Workplace by the Bay Area News Group. Supporting our staff is a veritable army of volunteers. Volunteers numbering 276 donated 25,275 hours of time to EBAC in Fiscal 2014-2015.

We thank our volunteers, donors, and community partners for the individual and collective contributions you have made to our mission (see above) which we refreshed during our strategic planning process.

Josh Leonard
Chief Executive Officer



Carl Goldberg
President, Board of Directors



Strategic Plan

In the summer of 2014, East Bay Agency for Children (EBAC) convened a Strategic Planning Steering Committee comprised of six board members, six staff and a professional strategic planning consultant. As a result of the ensuing months of work, EBAC created redefined mission and vision statements, established a new set of core values, and developed a clear Theory of Change based on three service strategies: **Resilience, Recovery, and Prevention.**

EBAC THEORY OF CHANGE



MISSION:

East Bay Agency for Children improves the well-being of children, youth and families by reducing the impact of trauma and social inequities.

POPULATION SERVED:

Children and families in the East Bay disproportionately impacted by poverty, violence, marginalization, loss of loved ones or other forms of trauma.

STRATEGIES:

Consistently guide EBAC toward its mission.

Resilience
Recovery
Prevention

APPROACH:

Mission achieved through:

The offering of a place-based, comprehensive continuum of services that are culturally relevant, linguistically appropriate and continuously trauma-informed.



OUTCOMES AND LONG TERM IMPACT:

Intermediate and long-term results of EBAC's efforts.

Reduced exposure to health risks and improved access to public supports.

Reduced impact of childhood adversity and social inequities.

Increased evidence of protective factors for children and families served.

Incidence and impact of childhood trauma and adverse experiences will be greatly reduced in the East Bay.



Vision

We are committed to building a comprehensive, place-based continuum of accessible, trauma-informed and culturally relevant services that build resiliency, aid in recovery, and, where possible, prevent exposure to adverse childhood experiences.

We seek to reduce barriers that contribute to disparities in wellness for socio-economically disadvantaged and racially marginalized families and to create communities where all children and families have supports to reach their full potential.



Our Four Core Strategies and Associated Plans

Our strategic plan is grounded in our mission, vision and values, informed by our history and the current environmental context, and guided by our Theory of Change.

Our plan has four core strategies.

Program Services

Strategy: Create a true “continuum of care” that is place-based, culturally relevant, and trauma informed by restructuring our program services to put into action the three strategies of our Theory of Change: Prevention, Recovery, and Resilience.

Financing Our Work

Strategy: Increase unrestricted and/or targeted grant revenue incrementally to invest in infrastructure and workforce development and to augment gaps in our service continuum where government funding is not available or sufficiently flexible.

Strengthening Our Capacity

Strategy: Strengthen and redesign our organizational structure and systems to provide the infrastructure necessary to achieve the program and funding goals. This includes advancing our data collection and analysis capacity, providing more robust support to our staff through technology, feedback mechanisms, and improved internal communications, and producing better organizational and finance information for management and our board.

Governance

Strategy: Evaluate and revise the Board structure and practices to ensure a board culture that supports good governance process and maximizes each board member’s capacity, skills and passion to support EBAC’s mission.

Resilience

EBAC's first strategy is building resiliency. We deliver intervention services that help children and families protect themselves against long term harm from chronic exposure to adversity.

Our school-based behavioral health services teach children coping skills for addressing the toxic stress they experience as a result of traumatic experiences such as witnessing violence in the community or at home. EBAC counsels children on 40 school campuses throughout the following school districts:

- | | |
|---------------|-------------|
| → Oakland | San Leandro |
| → San Lorenzo | Hayward |
| → Newark | Fremont |

Students in mainstream kindergarten through high school classrooms who demonstrate emotional and/or behavioral difficulties are referred to an EBAC therapist whose assessment informs a treatment plan. Together the student, therapist, family and school staff work collaboratively to build resiliency skills in the child or youth so the student can successfully navigate current and future adversity.

During Trauma Awareness Groups (TAG) held at East Oakland's Frick Middle School, EBAC therapists and students talked openly about various traumas the youth face. Therapists helped students understand their reactions to trauma and taught them ways to better manage those reactions. They talked about lockdowns at school and ways to cope while being in stressful and traumatic situations.

"When we were 6 years old, my twin brother and I had the pleasure of being in Circle of Care for a while after our mom passed away from cancer. I'm not sure the people there know exactly how much they did for us. The people were incredibly kind, loving and caring. They got through to me and helped me see not only what was in the past, but also the future. I celebrated my bat mitzvah recently, and my brother and I are donating part of our earnings to Circle of Care. We hope that it continues to help young kids cope with hard situations."

Kaja Arusha, 13 years old

Results

Children receiving school-based therapy are assessed before, during, and after completion of their time with an EBAC mental health clinician. Below is the percentage of clients for whom the risk in the noted categories was assessed minimal or non-existent after treatment.

Improved Coping Skills/Ability to Regulate

- Impulse/Hyperactivity – 75.3%
- Depression – 62.9%
- Anxiety – 69.2%
- Oppositional Behavior – 88%
- Anger Control – 76%

Improved Socialization/Toleration of Others

- Social Functioning – 67.8%
- Judgment – 84.9%
- Communication – 91.9%





EBAC Leads Regional Trauma Center

Trauma is pervasive in our communities, especially for the children, youth and families involved in our public systems of care. To address this national public health crisis at a regional level, seven Bay Area counties (Alameda, Contra Costa, Marin, San Francisco, San Mateo, Santa Clara and Santa Cruz) initiated a groundbreaking regional effort intended to break down silos and increase coordination and communication across county lines and service sectors such as juvenile justice, education, behavioral and physical health, early childhood and social services. Ultimately, this multi-year, federally funded initiative will improve the way county governments and their community service provider partners understand, respond to, and heal trauma.

In spring 2015, East Bay Agency for Children won the competitive award to facilitate this collaborative partnership. Together with the counties and our partner agencies San Francisco DPH, UCSF Benioff Children's Hospital Oakland, Center for Youth Wellness, and Youth in Mind, East Bay Agency for Children created T² Trauma Transformed, the Bay Area Regional Trauma Center.

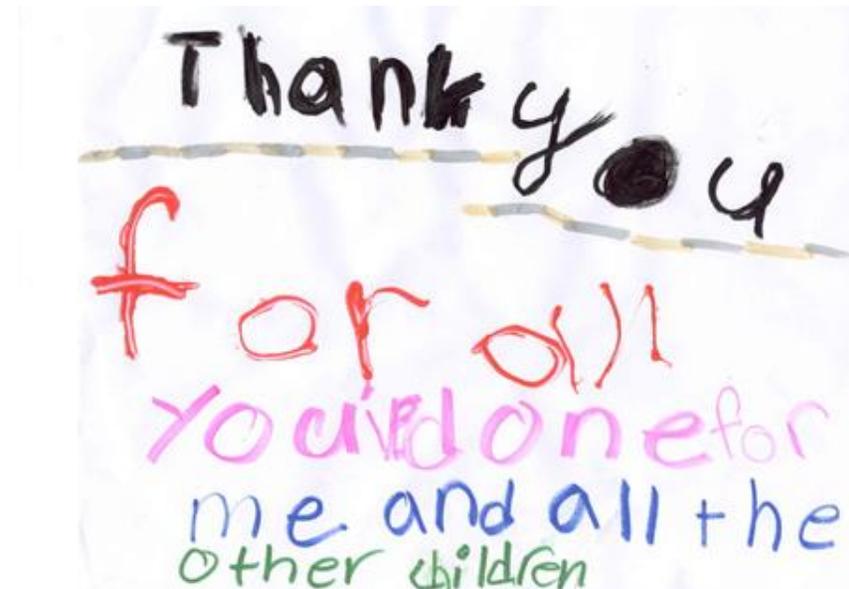
T² Trauma Transformed is the only regional center and clearinghouse in the Bay Area that promotes a trauma-informed system by providing trainings and policy guidance to systems of care professionals and organizations. A trauma-informed system is one that builds awareness and knowledge of trauma to shape policies and practices aimed at reducing the re-traumatization of youth and families and the professionals who serve them.

Learn more about T² at www.T2BayArea.org

Recovery

For children already manifesting the effects of exposure to trauma, East Bay Agency for Children works in conjunction with teachers in one nursery school and six special education classrooms, including a new classroom at Think College Now Elementary School in Oakland, to augment the educational curriculum with therapeutic counseling services. These academic and behavioral health interventions work collaboratively to ready the child for eventual success in a mainstream classroom.

All graduates of EBAC's Therapeutic Nursery School moved to mainstream classrooms or classrooms requiring less intensive intervention services.



EBAC adapted our Trauma Awareness Group (TAG) curriculum for middle school use and trained additional EBAC clinicians as TAG facilitators. Results showed 83% of youth gained a better understanding of their internal world and of trauma. 75% gained tangible skills including trigger identification, awareness of safety, and tools for self-regulation.

Prevention

EBAC delivers services that attempt to actually **reduce** the incidence of adverse childhood experiences such as neglect, abuse, and parental dysfunction which can ultimately create a traumatized child.

Over 6,000 students participated in Child Assault Prevention (CAP) workshops during the 2014-2015 school year, and 800 adults received CAP training. Because child assault prevention begins at home, EBAC also taught positive parenting skills to 38 parents through the Nurturing Parent Program.

EBAC's afterschool programming received regional recognition from the West Coast Institute for the best practices in place at our program sites, particularly Sequoia Elementary School.

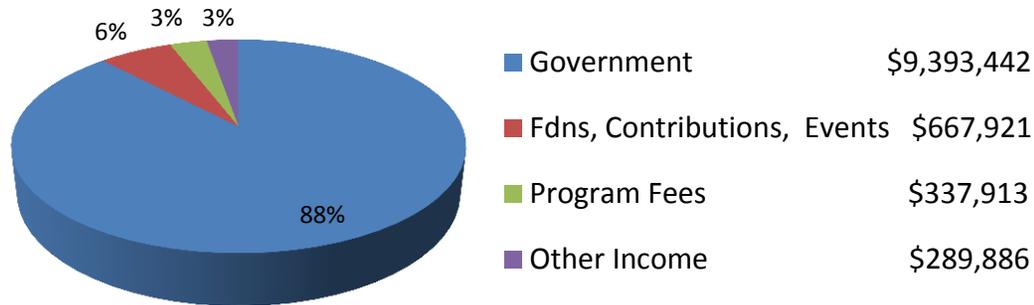
EBAC staff who speak 12 languages enrolled 2,000 families in free or low cost health insurance and vital food assistance programs through our 6 active family resource centers in Fremont, Oakland, and San Leandro.

Through EBAC's early childhood education program in Oakland's under-served Fruitvale neighborhood, 72 child/parent pairs prepared for success in kindergarten and set their goals for college.

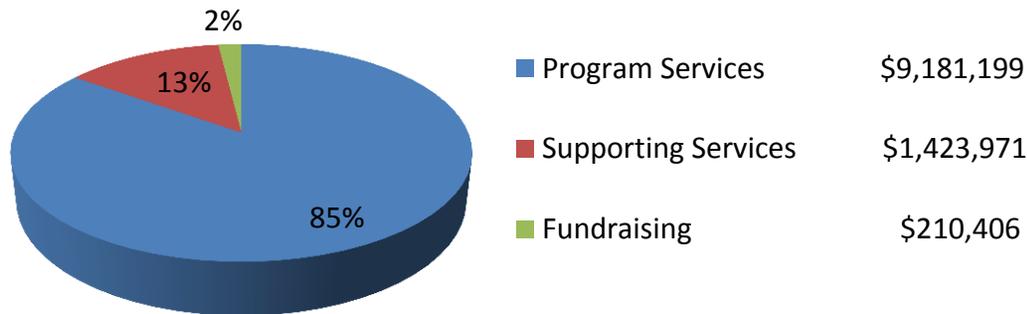




Revenue - \$10,689,162



Expenses - \$10,815,576



5 Year Trend

	<u>FY10-11</u>	<u>FY11-12</u>	<u>FY12-13</u>	<u>FY13-14</u>	<u>FY14-15</u>
Revenue	\$7,733,466	\$8,519,098	\$8,853,838	\$9,899,491	\$10,689,162



SENIOR MANAGEMENT TEAM

Josh Leonard, Chief Executive Officer
George Gatheru, Chief Financial Officer
Tammy Jones, Chief Operating Officer
Jen Leland, Director of Clinical Services
Andrew Lopez, Director of Continuous
Quality Improvement
Kristin Wagner, Director of School and
Community Services
Julie West, Development Director

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Galia Amram, V.P. Development
Marguerite Stricklin, V.P. Governance
Tony Barrueta, Secretary

Rita Howard
Leah Hughes
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Sherry Paterra
Karma Roberts
Marilyn Sandifur
Nancy Sidow
Tram Vo-Kumamoto
Beth Vuolo Gousman
Lorri Zimmer



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"I support EBAC because its mission is precisely in line with my belief that it takes a village to champion social issues and that childhood mental health and development are at the root of a healthy society. I am honored to be able to support EBAC's intelligent, committed, passionate team to carry out its mission and positively impact our community."

Esther van Beers, EBAC Board Member



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SERVICES

Afterschool
Child assault prevention
Counseling enriched specialized classrooms
Early childhood
Family resource centers
Grief and loss
School based health centers
School based therapy
Therapeutic nursery school
Youth justice

ADMINISTRATIVE OFFICE

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LEARN MORE!

www.EBAC.org



EastBayAgencyforChildren



@EBACforKids

PROGRAMS

Central Family Resource Center (OUSD)
Child Assault Prevention
Circle of Care/PALS
East Oakland Pride Afterschool
Hawthorne Family Resource Center
Fremont Healthy Start
Frick Health & Wellness Center
Lafayette Intensive Counseling Enriched
Muir Counseling Enriched
Oakland Intensive Counseling Enriched
Peralta Afterschool
Roosevelt Counseling Enriched
San Leandro Connecting Kids to Coverage
Sequoia Intensive Counseling Enriched
Sequoia Healthy Start Afterschool
Therapeutic Nursery School
T² Trauma Transformed
Youth Empowerment Services

Visit www.EBAC.org/Partners
for a list of EBAC's valued
funders and donors

Contact Us! info@EBAC.org