

Building Resilience in Children and Families

ANNUAL REPORT 2016/2017



east bay agency for children



Dear Friends:

We are pleased to share with you our 2016-2017 Annual Report, highlighting the many achievements of East Bay Agency for Children as we work to further our mission to improve the well-being of children, youth and families by reducing the impact of trauma and social inequities.

East Bay Agency for Children's vision includes reducing barriers that contribute to disparities in wellness for socio-economically disadvantaged and racially marginalized families. In the period following the election in November 2016, we have seen a significant and troubling increase in stress on such families, including struggles with anxiety and/or depression in response to the hate and intolerance more prominent in the public discourse. New mistrust is leading others to choose not to access social services - despite their eligibility for these important healthcare and food supports. And for the undocumented and mixed immigration families in our community, anxiety over

potential or actual deportation of family members drives many children to our therapy offices with overwhelming and uncontrollable fear.

Additionally, the growing economic inequality in the Bay Area has added layers of pressure on already fragile families related to housing and other high costs of living. While East Bay Agency for Children invested \$12,146,233 in children and families through our service continuum this past fiscal/school year - an increase of nearly \$1 million over the prior year - the need continues to grow. Our 195 staff work every day, mostly on school campuses throughout Alameda



County, to build resilience in children and families, many deeply affected by multi-generational poverty, institutional racism, and historical trauma.

We are utilizing the Protective Factors framework in this Annual Report to articulate the impact our programs and services have had on the children, youth and families facing these compounded obstacles to well-being. Protective Factors, from the Center for the Study of Social Policy, are widely accepted benchmarks defining characteristics of thriving families. These factors align well with our service strategies of building resilience, aiding in recovery, and preventing exposure to adverse childhood experiences. East Bay

Agency for Children’s services to parents and children enhance these protective factors, strengthening individual and familial capacity to overcome trauma, adversity and build a healthy future for themselves.



A handwritten signature in blue ink, appearing to read 'Josh Leonard'.

Josh Leonard
CEO



A handwritten signature in blue ink, appearing to read 'Gary Cox'.

Gary Cox
Board President



On behalf of our management team and Board of Directors, we are grateful to you our volunteers, donors, and community partners for your individual and collective contributions to our mission. We are humbled by your confidence in our continued ability to uplift children and families by reducing the barriers that contribute to disparities in wellness and to create communities where all children and families have the supports to reach their full potential.

Protective Factors

East Bay Agency for Children's continuum of services strives to build resilience in children and families. Our impact can be charted against the 5 protective factors identified in the Center for the Study of Social Policy's Strengthening Families framework. These protective factors reflect characteristics of families that protect against risk and poor outcomes for both children and families and promote strong families and optimal development for children. Each protective factor summarizes many research studies that demonstrate how each characteristic works to achieve the positive outcomes we want for all families.

Protective Factors:*

1. Social and emotional competence of children
2. Concrete support in times of need
3. Social connections
4. Knowledge of parenting and child development
5. Parental resilience

(*Source: Center for the Study of Social Policy – StrengtheningFamilies.net)





PROTECTIVE FACTOR #1

Social and Emotional Competence of Children

A child or youth's ability to interact positively with others, self-regulate their behavior and effectively communicate their feelings has a positive impact on their relationships with their family, other adults, and peers.

Building the social emotional health of children and youth is part of nearly every program at East Bay Agency for Children. Our **school-based counseling services** for students in 5 special education classrooms build skills in 100 students to help them self-regulate the emotional reactions to trauma that impede their success in school. Additionally, our counselors serve 1,100 children in mainstream classrooms in Oakland, San Leandro, Hayward, Newark and Fremont similarly striving to help them address and overcome the trauma and challenges they face. At our **Therapeutic Nursery School**, our interventions and strength-based skill building give children ages 2 to 6 the tools to learn to trust, build relationships and moderate reactions to emotional triggers so they are developmentally ready to enter kindergarten - both academically and social-emotionally.

Our 4 **afterschool programs** in Oakland not only give children access to academic and

enrichment opportunities often not otherwise available to them but, by design, create an environment that is rooted in developing social-emotional skills and individual strengths.

Youth exiting the **juvenile justice system** receive guidance from **our case managers** to identify and work toward their personal goals, including enhancing their ability to build healthy relationships and recognize and regulate their responses to trauma triggers.

Additionally, our **Circle of Care** grief support groups and grief clinic endeavor to normalize a child's bereavement experience to reduce the potential long-term negative impact of this adverse childhood experience. And finally, our **Child Assault Prevention** workshops give over 5,000 students annually the skills and language to keep themselves safe from abuse, neglect and bullying.



PROTECTIVE FACTOR #2

Concrete Supports in Times of Need

Meeting basic economic needs like food, shelter, clothing and health care is essential for families to thrive.

East Bay Agency for Children operates **5 family resource centers**: 2 in Oakland and 1 each in Fremont, Hayward and San Leandro. The 16 staff at these sites reduce stress on parents by connecting them to the services they need to support their families. These services include health and dental insurance enrollment to ensure access to care; food distribution and Cal Fresh enrollment to address food scarcity for families, many who live in food deserts; and linkages and referrals to housing, employment, legal and other services to address barriers preventing families from thriving.

East Bay Agency for Children operates the **Health and Wellness Center on the campus of Frick Impact Academy** in East Oakland. The middle school students at Frick as well as members of the surrounding community receive physical and dental services at the Center, serviced by our partner Native American Health Services. Students also seek and receive counseling services for behavioral health concerns including the impacts of chronic exposure to trauma not uncommon for youth living in under-resourced, high crime neighborhoods.

“I had a client whom I helped work through complex problems with her son’s Medi-Cal coverage so he could continue receiving long-term care at Children’s Hospital Oakland. We worked together for months but only over the phone as she was by his bedside every day. Finally, we met in person and she said, ‘I just can’t believe you’re real.’ She reached out to touch me, and said again, ‘Oh my gosh, you’re real’. And then we both cried. This is what I live for. This is what I come to work at EBAC every day for. I look forward to making a difference in people’s lives.”

Jamila, EBAC Family Resource Specialist



PROTECTIVE FACTOR #3

Social Connections

Friends, family members, neighbors and community members provide emotional support, help solve problems, offer parenting advice and give concrete assistance to parents.

Parents of children birth to 5 have the opportunity to build support systems during their time attending East Bay Agency for Children's **early childhood programs** in the Fruitvale neighborhood. For 10 weeks, parents bring their child to school, and together they prepare for a lifetime of learning. In addition to school readiness activities for the children, the program affords parents time to share parenting concerns, build supportive relationships with peers, and develop confidence.

Additionally, the Family Partner at our **Therapeutic Nursery School** connects caregivers of our students in monthly cafes during which they share parenting struggles and solutions for their high needs children.

Our **grief support services** provide the surviving parent an empathetic group with whom to discover how to navigate their unexpected single parenthood and address the challenges of supporting their grieving child or children. This group also offers parents a safe place amongst understanding peers to reflect on their own feelings of loss, anger, and hopelessness.

Family engagement activities held by our **afterschool programs** connect parents to other parents in their school community, an important relationship building opportunity for many working families.

“You guys make me feel a lot less guilty about being a working parent because I know he’s having fun AND growing as an individual. Thank you for overseeing such a fabulous program.”

Parent with a child in an EBAC afterschool program



PROTECTIVE FACTOR #4

Knowledge of Parenting and Child Development

Accurate information about child development and appropriate expectations for children's behavior at every age helps parents see their children in a positive light and promotes healthy child development.

The teachers and clinical therapists at East Bay Agency for Children's **Therapeutic Nursery School** educate parents and caregivers about their children's developmental challenges and progress while in the program. This knowledge helps parents and caregivers understand how to support at home the advancements their children are making at school.

Parents in our **early childhood program** for families with children birth to 5 are exposed to children of various developmental stages and learn what to expect from their own children as they progress toward school readiness.

Our **grief support services** help parents and teachers understand that grief can manifest throughout a child's life - resurfacing as the child develops physically, cognitively and emotionally through the teen years and young adulthood.

Our **afterschool instructors** offer consultation to parents regarding their children's behavior and development, providing parents an additional source of input to better understand their children's strengths and challenges.



EBAC recognizes the many strengths of the families with whom partner and believes in the importance of supporting parents and caregivers during their parenting journey. Through many of our programs, parents are able to both learn and share wisdom about healthy and positive parenting methods that they may have not experienced in their own childhood.



PROTECTIVE FACTOR #5

Parental Resilience

Building resilience helps parents solve problems, build and sustain trusting relationships, and know when and how to seek help. Parental resilience is the ability to both function and parent well under stress.

East Bay Agency for Children conducts **parent training workshops** that give parents tools to respond effectively so crises do not escalate and the fall-out from crises does not negatively impact their parenting.



Over the course of the 10 week sessions, parents enrolled in our **early childhood programs** build a close and trusting community amongst themselves which gives parents additional resources and relationships for support and guidance. These parents also attend workshops which help them develop strategies for positive parenting and problem solving.

Our **family resource specialists** assist in building parental resilience in our client families through **case management**, including reducing perceived stigma in receiving public benefits which can diminish parental confidence and resilience. Additionally, our staff assess families for early signs of mental health issues and refer families to services to thwart potential crises.

Parents come to East Bay Agency for Children seeking **support after the death of a spouse or partner**. The practical skills they learn from their peers and the program help them understand their grieving children and give them hope and strength to persevere through this most difficult life event.



Trauma Transformed

EBAC's work through the Trauma Transformed initiative crosses all indicators in the Protective Factors framework.

While East Bay Agency for Children focuses our direct service to children, youth and families located in under-resourced communities in Alameda County, Trauma Transformed is a regional bay area initiative. Since 2015, East Bay Agency for Children has led Trauma Transformed, bringing together 7 bay area counties to build a trauma-informed system of care that improves the way we understand, respond to, and heal from the impact of trauma. This initiative strives to change the way children, youth and families interact with government (and non-profit) sector systems whose roles are to heal trauma but whose system structures, policies and procedures often and unintentionally inflict harm instead.

Trauma Informed Systems Training

Trauma Transformed continues the regional dissemination of the core 3 hour Trauma Informed Systems (TIS) 101 curriculum to members of the counties' workforce - from janitors to judges. Regionally, staff from juvenile justice to social services to early childhood education learn the basics of brain science, trauma responses and how to interact with children and families in such a way as to not

re-traumatize children and youth inadvertently while intending to provide supportive services.

Emerging Leaders of Color

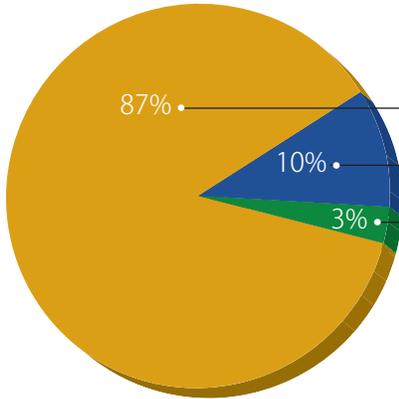
Trauma Transformed developed and now offers its Emerging Leaders of Color Leadership Program. Despite the diverse socio-cultural population of the Bay Area region, the ranks of leadership in the social services/helping professions do not reflect the level of diversity of the clients served. The Emerging Leaders of Color Leadership Program's goal is to attract and engage more people of color as emerging leaders in a long-term effort to increase and match the diversity of people served with the bay area region.

Rage, Reflection and Restoration

Trauma Transformed held a series of popular Community Healing Circles, led by youth and community healing teams and Trauma Transformed staff, for those impacted by 2017 political stressors. These circles grappled with questions such as how turning (in)rage to (out) rage can be medicinal; how do we collectively channel rage so that it is impactful to all groups; and how to help sustain our own wellness and create communities that will keep us well.

For more information about the work of Trauma Transformed, visit TraumaTransformed.org

Fiscal Year 2016-2017 Financials



Government \$ 11,050,634

Foundations, Contributions and Events \$ 1,238,535

Program Fees and Other Income \$ 442,380

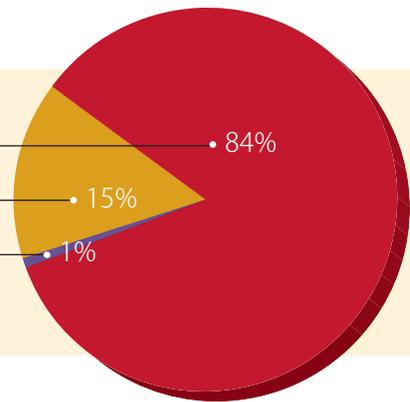
REVENUE \$12,731,549

Program Services \$ 10,182,660

Supporting Service \$ 1,789,524

Fundraising \$ 174,049

EXPENSES \$ 12,146,233



5 YEAR TREND

	FY12-13	FY13-14	FY14-15	FY15-16	FY16-17
Revenue	\$ 8,812,859	\$ 9,767,918	\$ 10,589,585	\$ 11,279,368	\$ 12,731,549



Training In spring 2017, East Bay Agency for Children secured a contract to provide training funded by Title IV-E of the Social Security Act. This opportunity enables us to leverage and expand the rich and diverse training offerings we provide to our own staff to include staff from other service providers as well, ensuring a knowledgeable social services workforce well-trained to meet the needs of vulnerable children and families.

Fiscal Year 2017-2018 Management and Volunteer Leadership

STRATEGIC LEADERSHIP TEAM

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Roger Ailshie, *Chief Financial Officer*
Tammy Jones, *Chief Operating Officer*
Laura Valdez, *Chief Program Officer*
Julie West, *Chief Development Officer*
Nang Cao, *Director of Intensive Behavioral Health*

May Funabuki, *Director of Continuous Quality Improvement*
Meg Howard, *Director of School based Behavioral Health – South Region*
Jen Leland, *Director of Trauma Transformed*
Kristin Wagner, *Director of School and Community Wellness*
Melanie Wartenberg, *Director of School based Behavioral Health – North Region*

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Candes Lecocq
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Christine Mattsson
Scott Matula-Beltch
Flori McCaffery
Jamie Miller



Members of the EBAC Auxiliary at the 2017 Go-Go Mod! Groova-Delic gala, the annual fundraiser this volunteer group plans and holds for EBAC

Jackie Noyes
Vicky O'Bresly
Sharon O'Neil
Sherry Paterra
Sarah Ramsey
Jackie Ray
Karma Roberts
Jean Rogers
Marilyn Sandifur



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LEARN MORE: EBAC.org

VISIT: EBAC.org/CommunityPartners for a list of EBAC's valued funders and donors

CONTACT US: info@EBAC.org

WATCH VIDEOS OF OUR IMPACT ON: [YouTube](https://www.youtube.com), [Facebook](https://www.facebook.com) and [Twitter](https://www.twitter.com)