

It's Still

All About the Kids

Alternative Family Services
Impact Report 2018-2019



TABLE OF CONTENTS

• AFS Mission and Values	3
• Why Not Me? Ted Bell, VP Corp. Finance Silicon Valley Bank	4
• What Our Kids Need	5
• 2018-2019 Program Demographics	6
• 2018-2019 Year in Review: Achievements	7
• 2018-2019 Year in Review: Program Highlights	8
• AFS Service Plans for Fiscal Year 2019-2020	9
• Board of Directors & Board Committee Members	10
• A Note from our CEO and Board President	11
• AFS Office Locations and Services	12
• Annual campaigns, THANK YOU	13



AFS MISSION & VALUES



The AFS MISSION is to support vulnerable children and families in need of stability, safety, and wellbeing in communities.

AFS VALUES



Evidence-Based and Outcome Driven

AFS is committed to measuring and collecting data to help our clients, families, and staff understand their accomplishments and help them set clear, realistic goals as they move forward.

Community and Family Centered

AFS believes children heal and thrive living with families in the community. AFS works with clients and families in their own homes, schools and other community settings. AFS brings its services to our clients rather than expecting our clients to come to us.

Strength Based

AFS is committed to identifying, utilizing, and celebrating individual strengths in our approach to healing children and supporting foster and adoptive families who so generously open their homes.

Culturally Competent

AFS values the variety of backgrounds and experiences of all people we work with – children, youth, biological, foster and adoptive families. AFS employs a culturally diverse staff sensitive to clients' cultural cues and preferences. AFS celebrates the diversity of our clients and their families, integrating this appreciation in all of our work. AFS proudly offers all of our services in English and Spanish.

WHY NOT ME?



Not too long ago, I was a foster kid who was cared for by AFS. I've been thinking about it and decided I want to share a story. In 2013, after the Seattle Seahawks won the Super Bowl, amid the celebration, confetti and joy, an interviewer asked

quarterback, Russell Wilson, what this win meant for him. Russell said something that really stuck with me. He said when he was a kid his dad would always say to him, "Russ, why not you?" Russell's Dad used this phrase as inspiration, trying to make him feel like anything is possible and there was no sense in focusing on obstacles or impediments because 'why not him?'

This story resonated with me because I realized I've always operated with the same philosophy, "Why not me?" That's strange because I never had a dad to say that to me and my mom didn't instill that mentality in me either. So, where did I get the idea I *could* succeed? The guiding principle of my life all these years? I realized I developed this philosophy because of AFS.

When I was a kid, in the absence of family, certainty and safety, AFS gave me the structure and support system I needed, so I could focus on growing as a person. AFS gave me the thing I needed most, stability. AFS gave me the time and space to focus on my interests, school, music, basketball and being with my friends.

I don't want to sugar coat this story. I wasn't a normal kid. There's nothing normal about being in foster care. But, thanks to AFS, I had the space to figure out the kind of person I wanted to be and *that* became my primary objective. Years later I could finally look back and realize all this time I had subconsciously been asking myself, "Ted, why not you?"

Some of you may be thinking you've heard this story a thousand times. Stay strong, face adversity with courage and persevere through the toughest obstacles you'll ever have to deal with. While I agree with that, I think there's something more fundamental at stake. What pushes us to stay motivated and persevere is knowing who you are and how you relate to the world. That's the most critical decision we can make. That moment when you finally realize you trust yourself to make things happen and you're not intimidated by obstacles but are excited by opportunities. That moment when you ask yourself, "Why not me?"

Ted Bell
VP, Corporate Finance
Silicon Valley Bank

WHAT OUR KIDS NEED

“AFS believes every child we care for should have access to critical needs and services to help them thrive.”



When a youth is removed from their home, they usually leave with very few of their own belongings. Foster parents don't know ahead of time who they'll be caring for, thus making it challenging when a youth is first placed in their home. **AFS caseworkers are on call 24/7/365** and help make sure every child feels safe and secure when they enter placement. They often have to rush out and purchase clothing, backpacks or even a stuffed animal to help a child get settled.

AFS believes every child we care for should have access to critical needs and services that are only available with funding from grants and donations such as tutoring, enrichment, therapy tools, transitional housing supplies and certain school related expenses.

Examples of critical needs and services that may be funded with donations

\$4000 funds emergency placement kits for 40 newly placed foster youth

\$1200 funds housing assistance for 3 emancipating youth

\$400 funds 4hrs of 1-1 mentoring/therapeutic outings for foster youth

\$250 funds 10 backpacks for foster kids to go to school

\$100 funds 2 car seats for our youngest foster youth

\$40 funds athletic/enrichment fees for 1 foster youth



AFS CAMPAIGNS

Our campaigns are a great way for individuals, groups and businesses to improve the lives of the foster youth cared for by AFS.

- Foster Care Awareness Month (May)
- Wish Upon a Backpack (June-August)
- Wish Upon a Wreath (November-December)

2018-2019 PROGRAM DEMOGRAPHICS

FOSTER CARE

Total new placements = 394

Offices that manage cases

- East Bay = 153 (41%)
- Sacramento = 109 (28%)
- San Francisco = 61 (15%)
- Vallejo = 35 (8%)
- Santa Rosa = 36 (8%)

Total discharges = 392

Offices that manage cases

- East Bay = 161 (41%)
- Sacramento = 110 (28%)
- San Francisco = 57 (15%)
- Vallejo = 33 (8%)
- Santa Rosa = 31 (8%)

TRANSITION AGED YOUTH

Independent Living Program Clients = 33

Transitional Housing Plus Clients = 10

MENTAL HEALTH

Number of youth served = 438

Program Breakdown

- Pathways to Permanence = 94
- The Gathering Place = 75
- San Francisco MH = 177
- Sonoma MH = 19

ADOPTION

Number of foster youth adopted = 38



From an AFS Fost-adopt Family



Our family was licensed through AFS and we are blessed to have adopted two little

brothers, Tyler and Trevor, out of the foster care system.

Trevor, the youngest, was placed with us at 2 days old. He was deemed a “failure to thrive” due to drug exposure. He was re-admitted to the hospital for an additional week. The support we received from AFS was amazing. I stayed by Trevor’s bedside the whole week. Without a missed step, the AFS social worker was there to answer all our questions and to support us. Tyler and Trevor are now happy, healthy 9 & 8 year old little dudes.

MENTAL HEALTH NOTES

- Nearly all children in foster care have been traumatized. The #1 client diagnosis is Post-traumatic Stress Disorder (PTSD)
- Most of our clients suffer from disorders related to anxiety, depression and dysregulation.
- While the biggest strength of our 0-5 year old kids is their *curiosity*, our older children seem to have *resiliency* and *vocational (aspirations)* to support them with coping with their situation.

2018-2019 YEAR IN REVIEW: Achievements

40th Anniversary Regional Events

AFS held six regional events throughout Northern California in recognition of our collaborations with governments, communities, businesses and individuals for working together to improve the lives of thousands of foster youth and families since 1978.

Events were held in:

- Alameda County
- Contra Costa County
- Sacramento County
- San Francisco
- Silicon Valley
- Sonoma County



Manisha Sandhu, Foster Care Program Director with two foster care supporters at the Contra Costa County Regional Event held at the Bedford Gallery in Walnut Creek, CA.

Inaugural AFS Gala

AFS held its first annual Gala at the Salesforce East Ohana Room in San Francisco. AFS supporters, former clients and staff gathered to acknowledge more than forty years of working together to help foster youth thrive.



Gala guests after hearing from former foster youth, Jo Biel.



AFS Board President, Sam Smalls, presents CEO/ Founder, Jay Berlin, with a special recognition award for his tireless commitment to improving the lives of foster youth and families spanning more than four decades.



Quadrennial Accreditation

AFS was recertified by the Council on Accreditation (COA), an international, independent, non-profit human services accrediting organization. In addition to being reaccredited, AFS received exceptional commendations from COA certifiers for meeting every COA standard and its commitment to ensuring every client receives the best services while in AFS care.

2018-2019 YEAR IN REVIEW: Program Highlights

In 1978, Jay Berlin founded AFS to initially help the increasing number of runaways in San Francisco find a safe, permanent place to live. Today, AFS upholds a commitment to sustainable relationships surrounding over 1,000 youth in and out of foster care through **the following areas of service:**

FOSTER CARE

- Family Alternatives for Children with Developmental Disabilities
- Intensive Services Foster Care
- Therapeutic Foster Care
- Emergency Placement

MENTAL HEALTH

- The Gathering Place: Alameda County Visitation Center
- Therapeutic Visitation
- Community Based Mental Health

TRANSITION AGED YOUTH

- Independent Living Skills
- Marin Transitional Housing Plus

New AFS Programs



Emergency Placement Program (San Francisco)

The San Francisco Emergency Placement Program provides short-term placement for children in immediate need of care with foster families, while San Francisco County is looking for an appropriate longer term placement. San Francisco Emergency Placements often last 1-4 nights, with a maximum of 30 days.

Parenting for Permanency College (PPC)

The AFS Parenting for Permanency College program is funded through San Francisco Human Services Agency (HSA), Family and Children Services (FCS) to support San Francisco's efforts to promote the safety, health and wellbeing of children in Foster Care by providing training, support and recruitment efforts to care providers.

The PPC program provides training targeted to care providers to support Resource Family Approval training for prospective care providers and advanced training for approved care providers to meet the training mandate of the Written Directives. In addition, PPC provides placement training for care providers who are caring for or wish to care for children through age three and under. Pre-service training and special events accommodate approximately 350 care provider households and 300 prospective approved care providers per year.

To foster community, PPC coordinates two large yearly events:

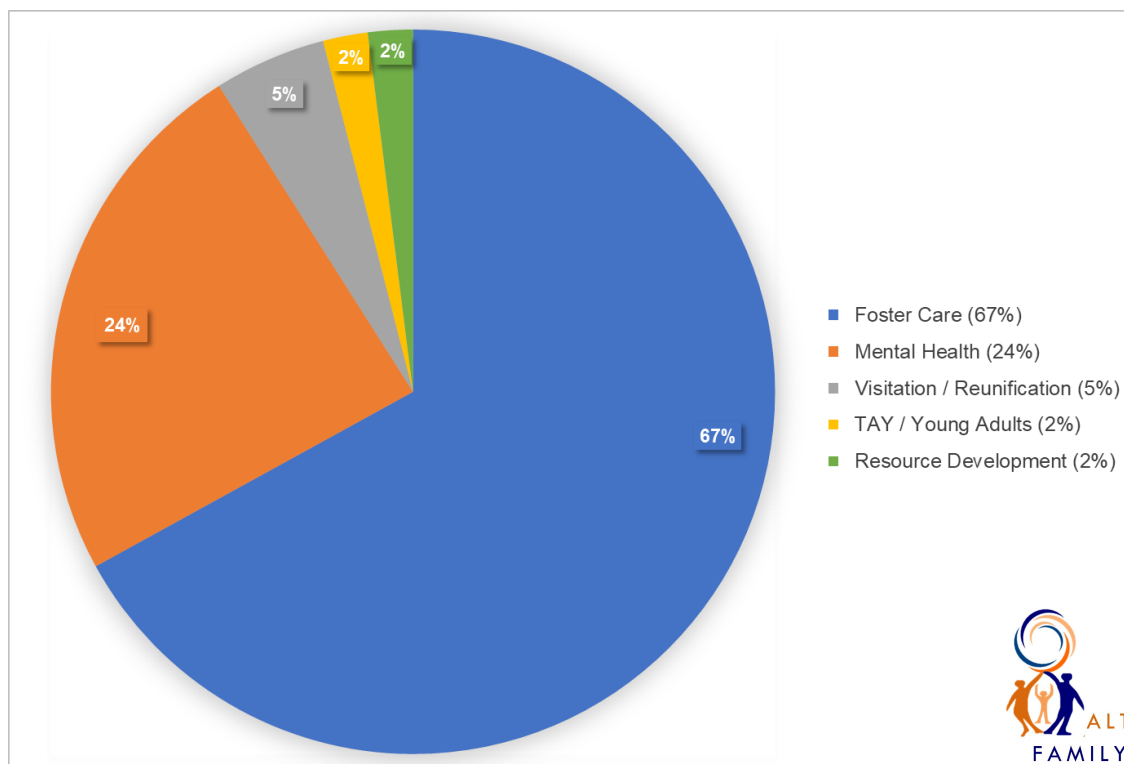
- Holiday Celebration for care provider households and foster youth
- Foster Care Appreciation Event (May)

SERVICE PLANS for Fiscal Year 2019-2020

Alternative Family Services receives its annual audit from Goranson and Associates, Inc., an independent auditing firm who has audited AFS' financial position and related statements of activities.

Program / Department	Dollars	Percent of Budget
• FOSTER CARE	\$14.82M	67%
• MENTAL HEALTH YOUTH SERVICES	\$5.34M	24%
• VISITATION / REUNIFICATION	\$1.2M	5%
• TAY / YOUNG ADULTS	\$501,000	2%
• RESOURCE DEVELOPMENT	\$361,000	2%
TOTAL	\$22,222,000	100%

PROGRAM PERCENT OF BUDGET



BOARD OF DIRECTORS & BOARD COMMITTEES

BOARD OFFICERS

Jessica Isaacs

AFS Board President
Director of Finance, Angaza

Don Rath

AFS Board Vice President & President Elect
Writer / Retired Finance Executive

Kimling Lam

AFS Board Secretary
SVP Product Marketing, Worldpay

Nathan Lipkin

AFS Board Treasurer
VP GI Partners

BOARD MEMBERS

Adam Reiner

President & CEO, Sakura of America

Jay Berlin, PhD

CEO/Founder, AFS

Julio Flores, CPA

VP Internal Audit, Synopsys, Inc.

Karim Toubba

CEO, Kenna Security

Kat Wellman

Contract Attorney, City of Livermore

Oriana Bosin

Sr. Product Mgr., Sensor Intelligence, Uber

Peter Wentworth

SVP & Regional Manager, Comerica Bank

Rohan Bafna

Director of Verification, Microsoft Azure HSG

Samuel Smalls

Senior VP, George K. Baum & CO

AFS EXECUTIVE STAFF

Jay Berlin - Chief Executive Officer

Jim Gold - Chief Program Officer

Martha Duarte - Chief Financial Officer

Craig Barton - Director of Foster Care & Adoptions

Tricca Leverenz - Director of Mental Health



Past, current and future AFS Board Presidents gather at the 2019 AFS 40th Anniversary Gala. (L-R) Dwight Alexander, Jessica Isaacs, Don Rath, Patrick Ciccarelli, Samuel Smalls

COMMITTEES

Executive Committee

Jessica Isaacs, President, *Ex officio*, all committees
Don Rath, *Ex officio*, all committees
Jay Berlin, *Ex officio*, all committees
Nathan Lipkin, Chair, Finance Committee
Sam Smalls, Chair, Program Committee

Audit Committee

Julio Flores, Chair
Adam Reiner
Brian Cooper (non-board member)
Erik Busby (non-board member)
Erin Cooper (non-board member)
Karim Toubba
Kat Wellman

Finance Committee

Nathan Lipkin, Chair
Peter Wentworth
Steve Stone (non-board member)
Sam Smalls

Program Committee

Sam Smalls, Chair
Kimling Lam
Nathan Lipkin
Oriana Bosin
Rohan Bafna

Resource Development Committee

Oriana Bosin, Chair
Adam Reiner
Julio Flores
Karim Toubba
Kat Wellman
Kimling Lam
Larry Schlenoff (non-board member)
Peter Wentworth
Rohan Bafna



To All of our Friends and Supporters,

There is really no way to put a rosy hue on the fate of kids who, usually through no fault of their own, have fallen into the foster care system. Whether they are 1, 11 or 21 years old, they have usually had a pretty rough go of it. The Mission of AFS is to give these kids their lives back.

It's now a somewhat tired truism that it takes a village to raise a child. But the thing about truisms is that they are often true. At AFS we fulfill our mission through the efforts of hundreds of amazingly devoted foster parents, scores of dedicated social workers and supervisors, dozens of talented support staff, a cadre of tireless donors and volunteers including our Board of Directors.

Government funding covers the basics for the kids, but not much more. For class rings, yearbooks, Senior proms, athletics, family earthquake kits, music lessons and thousands of other things many of us take for granted, it takes a village. You are our village. We're touched and grateful for your support in helping foster kids have a brighter future. Here's to the kids!

Jay Berlin, PhD

CEO / Founder AFS



Over my four years serving on the AFS board, I've been consistently impressed by the tireless efforts of the AFS staff, foster parents, volunteers and supporters. Their

dedicated work over more than 40 years has changed the lives of thousands of the most vulnerable children in Northern California. We are very grateful for everyone who helps give kids who have experienced trauma and upheaval the basics that we take for granted, like a backpack and clothes that fit, music lessons, and a meal out with a mentor. Your support means the world to us and we hope you continue on this path with us for the next 40 years!

Jessica Isaacs

AFS Board President

AFS CONTACT INFORMATION

Learn about becoming a
resource family

info@afs4kids.org

(800)300-1022

www.afs4kids.org



Alternative Family Services - Oakland

401 Roland Way #150

Oakland, CA 94621

Homes for youth in the following counties:

Alameda, Contra Costa

Programs: Foster Care, Adoption, Mental Health

Alternative Family Services - San Francisco

250 Executive Park Blvd. #4900

San Francisco, CA 94134

Homes for youth in the following counties:

San Francisco, Santa Clara

Programs: Foster Care, Adoption, Mental Health,
Emergency Placement,
Resource Parent Training for SF County

Alternative Family Services - Santa Rosa

1421 Guerneville Road #218

Santa Rosa, CA 95403

Homes for youth in the following Counties:

Marin, Napa, Sonoma

Programs: Foster Care, Adoption, Mental Health

Alternative Family Services - Sacramento

8795 Folsom Blvd #101

Sacramento, CA 95826

Homes for youth in:

Sacramento, San Joaquin

Programs: Foster Care, Adoption

Alternative Family Services - San Rafael

361 3rd Street Suite G

San Rafael, CA 94901

Caring for youth from:

Marin County

Programs: Transition Aged Youth (TAY)
Transitional Housing Program (THP+)

Alternative Family Services - Vallejo

160 Glen Cove Marina Road #102

Vallejo, CA 94591

Homes for youth in the following counties:

Solano

Programs: Foster Care, Adoption

The Gathering Place: Alameda County Visitation Center - Oakland

401 Roland Way #100, Oakland, CA 94621

Caring for families from:

Alameda County

Programs: Therapeutic Visitation

The Gathering Place: Alameda County Visitation Center - Pleasanton

5167 Johnson Drive

Pleasanton, CA 94588

Caring for families from:

Alameda County

Programs: Therapeutic Visitation



THANK YOU for helping AFS care for thousands of Northern California foster youth for more than 40 years.

OUR WORK IS NOT DONE!

May is Foster Care Awareness Month

Donate or host a fundraiser to help supply foster youth with critical needs and services.

June-Aug is Wish Upon a Backpack

Hold a backpack or fund drive to raise backpacks and funding for foster youth education expenses.

October-December is Wish Upon a Wreath

Holiday campaign to raise funds & gifts for foster youth.

Contribute \$33/month or \$396/year to sponsor the critical needs of ONE foster youth.



DONATE
www.afs4kids.org