



FY '24-'25
**IMPACT
REPORT**



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Marsha Lewis-Akyeem, CEO
Alternative Family Services

Our purpose remains constant:

Helping children, families, and communities move toward hope and healing.

One relationship, one step, one breakthrough at a time.



CEO's MESSAGE

This year at Alternative Family Services, I've been reminded that lasting change is built in moments that rarely make headlines: a young person showing up to school after weeks of uncertainty, a caregiver choosing patience over fear, a family taking one more step toward stability, a staff member staying grounded and present in the middle of crisis.

Across every program and county we serve, AFS continues to hold steady to a simple promise:
Children, youth, and families deserve safety, dignity, and the chance to heal.

Our strategic priorities continue to guide our focus and decision-making:

- expanding and diversifying support
- delivering service excellence
- communicating with clarity
- measuring what matters through accountability

But strategy only comes alive through people. This year, I am especially grateful for the collaboration happening across our sites, our Executive Leadership Team, and our county partners. Relationships that enable faster responses, better coordination, and more consistent, culturally responsive care are all aligned with the realities families are facing.

Our HEART values (honesty, equity, appreciation, respect, and teamwork) are the standards we use to build trust, navigate hard decisions, and remain accountable to the communities who rely on us.

Equity remains central to how we operate and grow. We strive to ensure every child and family is seen, respected, and supported, while also equipping our staff with the preparation and support needed to deliver excellent care.

To our staff: thank you for bringing steadiness, expertise, and humanity to the work every day. To our resource parents, families, partners, and donors: thank you for standing with us. Your support fuels possibility, strengthens stability, and makes hope tangible.

As you read this report, I hope you feel what I feel: deep respect for the resilience of the youth, families and communities we serve, and pride in what we can accomplish when we show up together.

With gratitude,
Marsha Lewis-Akyeem, CEO

EXECUTIVE LEADERSHIP | BOARD OF DIRECTORS



Inverleith Fruci
AFS Board President

Serving as Board President this year has reinforced something I deeply respect about Alternative Family Services:

The agency doesn't just respond to needs, it **PROACTIVELY** builds the conditions for *stability, safety, and long-term healing*.

That takes rigor, partnership, and people who show up every day with skill and heart.

The Board's focus has been steady: strong governance, responsible stewardship, and support for the leadership decisions that keep AFS effective and resilient. Together with the Executive Leadership Team, we've prioritized service excellence, clear communication, accountability, and continued diversification so the organization remains sustainable while staying rooted in its HEART values.

To our staff, resource parents, partners, and donors, THANK YOU for sustaining this work with commitment and compassion.

Your commitment turns mission into action, and action into outcomes that change lives.

With appreciation,
Inverleith Fruci, Board President

The AFS Board of Directors is committed to strong governance and the highest standards of ethical and legal stewardship in support of our mission. We work to ensure AFS remains accountable, sustainable, and aligned with the needs of the communities we serve.

We also prioritize diversity, equity, and inclusion as essential to effective leadership and decision-making. This commitment strengthens organizational integrity and helps guide AFS toward its vision. Maximizing impact through responsible oversight and mission-focused direction.

AFS EXECUTIVE STAFF

Marsha Lewis-Akyeem
Chief Executive Officer

Craig Barton
Chief Program Officer

Martha Duarte
Chief Financial Officer

BOARD OFFICERS

Inverleith Fruci
President

Nancy Lelicoff
Vice President,
President Elect

Ayushi Gummadi
Board Secretary

Peter Wentworth
Board Treasurer

BOARD MEMBERS

Adam Reiner
Ayushi Gummadi
Charles Reader
Dionne Holder Ilmstadt
Elizabeth Arbuckle
Inverleith Fruci
Jack Gill
Jeffrey Ford
Marsha Lewis-Akyeem
Nancy Lelicoff
Nathan Lipkin
Peter Wentworth
Rohan Bafna
Scott Staub
Tom Harper

BOARD COMMITTEES

Executive Committee

Inverleith Fruci
Marsha Lewis-Akyeem, CEO
Nancy Lelicoff
Peter Wentworth

Program Committee

Elizabeth Arbuckle, Chair
Ayushi Gummadi
Inverleith Fruci (*Ex Officio*)
Jeffrey Ford
Kamaria Wells (non-board member)
Marsha Lewis-Akyeem (*Ex Officio*)
Maurice Mitchell (non-board member)
Nancy Lelicoff (*Ex Officio*)
Rohan Bafna
Thomas O'Hanlon
Tom Harper

Resource Development Committee

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Adam Reiner
Ayushi Gummadi
Dionne Holder Ilmstadt
Inverleith Fruci (*Ex Officio*)
Marsha Lewis-Akyeem (*Ex Officio*)
Nancy Lelicoff (*Ex Officio*)
Peter Wentworth
Tom Harper

Audit Committee

Jeffrey Ford, Chair
Adam Reiner
Charles Reader
Dionne Holder Ilmstadt
Erin Cooper (non-board member)
Jack Gill
Inverleith Fruci (*Ex Officio*)
Nancy Lelicoff (*Ex Officio*)
Rohan Bafna

Finance Committee

Peter Wentworth, Chair
Elizabeth Arbuckle
Inverleith Fruci (*Ex Officio*)
Jack Gill
Marsha Lewis-Akyeem (*Ex Officio*)
Nancy Lelicoff (*Ex Officio*)
Nathan Lipkin
Scott Staub
Steve Stone (non-board member)
Thomas O'Hanlon

Compensation Committee

Inverleith Fruci, Chair
Charles Reader
Nathan Lipkin
Peter Wentworth
Rohan Bafna
Scott Staub



AFS PILLARS

AFS's pillars provide the roadmap for how we strengthen our work year over year. They keep us aligned on what matters most: sustainable growth, service quality, clear communication, and measurable outcomes, while staying grounded in equity and compassion.



SERVICE
EXCELLENCE



LEARNING
& GROWTH



FINANCIAL
STRENGTH



PREFERRED
EMPLOYER



INNOVATION

AFS MISSION

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

AFS VALUES

AFS's values show up in the way we work, how we listen, partner, and support children, youth, and families with dignity and respect. We call those values **HEART**: a shared commitment to honesty, equity, appreciation, respect, and teamwork.

Honesty & integrity

Equity, diversity, inclusion

Appreciation, supportive

Respect

Teamwork





FAMILY SEEING & ENGAGEMENT



Family Seeing & Engagement (Family Finding) strengthens a young person's **Lifetime Family Support Network.**

Especially for youth who are disconnected, or at risk of disconnection, due to placements outside their home and community.

Through a safe, youth-centered process, AFS works to identify and engage relatives and other supportive adults, including those who may be estranged or previously unknown, and builds meaningful, lasting connections.

The goal is permanency in the broadest sense: **reliable, sustainable relationships** within a kinship system that can support youth through adolescence, the transition to adulthood, and beyond.

This family-driven approach helps caregivers and youth create realistic, long-term plans. Supporting stronger wellbeing, greater placement stability, increased reunification when appropriate, reduced re-entry into care, and a deeper sense of belonging.

AFS SERVICES

AFS provides a full continuum of services designed to support children, youth, and families at every stage from prevention and stabilization to healing, permanency, and independent adulthood.

MENTAL HEALTH

- Community, School, Office, & Home Based Mental Health Care
- Flexible Integrated Services (FIT)
- Individual & Family Therapy
- Intensive Care Coordination
- Outpatient Mental Health
- Specialty Mental Health: Ages 0-5
- Telepsychiatry Services
- Therapeutic & Supervised Visitation
- Therapeutic Behavioral Services (TBS)
- Therapeutic Visitation Centers
- Treatment Foster Care

SOCIAL & PREVENTION SERVICES

- Adoption (fost-adopt) Services
- Emergency Shelter & Emergency Placement Programs
- Enhanced Care Management & Community Health Workers
- Enhanced Intensive Services Foster Care (E-ISFC)
- Family Finding | Family Seeing Services
- Intensive Family Preservation
- Intensive Services Foster Care (ISFC)
- Juvenile Probation Department Services (JPD)
- Kinship Services
- School-based Prevention | Parenting Classes
- WRAP Around Services

TRANSITIONAL AGE YOUTH (TAY)

- Independent Living Skills Program (ILSP)
- Marin Transitional Housing Plus (THP+)
- THP Housing for Non-Minor Dependents (THP-NMD)

TRAINING

- County Professional Trainings
- Parenting for Permanency College



AFS DEMOGRAPHICS

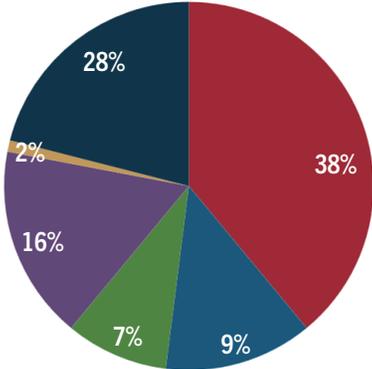
The demographics represented across AFS reflect the diverse communities we work alongside every day. These figures are more than data points; they help us stay accountable to providing culturally responsive, equitable services and to building a workplace where people feel seen, respected, and supported. Our commitment to inclusion and belonging strengthens trust, deepens impact, and improves outcomes for the individuals and families in our care.

- Black
- Latino
- Native American
- Biracial
- Caucasian
- Asian/Pacific
- Other

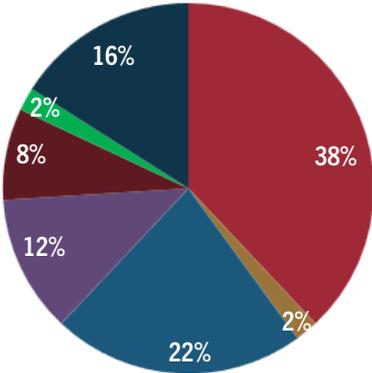
AFS Staff Ethnicities



AFS Resource Parent Ethnicities



Mental Health Client Ethnicities



Foster Care Client Ethnicities



PERMANENCY

AFS's aims to create stable, loving homes for children and teens through foster care, adoption, and kinship support. Types of permanency include:

- **Fost-Adopt:** Adopting youth from foster care provides permanent, loving homes when biological placements are unavailable.
- **Kinship:** Appointing family or non-family as guardians may be a positive option when living with a parent is not an option.
- **Reunification:** The goal for a majority of youth is reunification with biological family.
- **Non-relative Guardianship:** Permanent placement with a non-relative.
- **Transition to Independence/Emancipation:** Transition Age Youth (TAY) refers to young individuals aged 16-24 who require tailored support to successfully navigate the journey to independent adulthood as they leave foster care.

FOSTER CARE

38 new **Resource Homes Approved**

653 **TOTAL** # of youth in care

361 # of youth **ENTERED** care

403 # of youth **EXITED** care

236 Emergency Placements

10 the **AVERAGE AGE** of youth in care



ADOPTION

AFS finalized 28 adoptions demonstrating our commitment to helping every child and teen achieve stability, connection, and a sense of belonging.

Donata's Place to Belong

At 16, Donata* had already learned safety isn't guaranteed, and trust can be hard to earn. After leaving an abusive household, Donata entered foster care through a county referral and was placed with one of AFS's long-time emergency shelter resource parents, **Ms. Kingston**. Known for her steady presence and her ability to connect with older youth, Ms. Kingston created a home where boundaries were clear, respect was mutual, and care was consistent.

In the earliest weeks, the goal was simple: stabilization. A place to sleep. A routine.

Someone who would listen without judgment.

Then AFS began looking beyond the immediate crisis toward permanency.

Finding family when connections have been lost

AFS initiated **Family Seeing & Engagement (Family Finding)**. Often referred to as a kinship-focused approach, to help Donata rebuild a network of supportive adults and identify potential relatives or close family friends who could provide long-term connection and stability. In California, kinship placements are a cornerstone of child welfare because youth often do better when they can live with people they know or with relatives who share their history, culture, and community ties.



*Cherish the simple
magic that happens
when we come together*

Kinship work is careful and intentional. It can include searching for relatives, reaching out to estranged family members, facilitating conversations at the youth's pace, and assessing whether a potential caregiver can provide a safe and supportive home. Just as important, it also includes support for the kin family, because stepping into foster care unexpectedly can be overwhelming, even for the most loving relatives.

A yes that changed everything

After months of dedicated work, AFS located a distant aunt and her husband. When they were contacted about caring for Donata, they didn't pretend it would be simple. There were real complexities ahead: Donata was seeking emancipation from her mother, and her father's location was unknown. It was the kind of situation that can stall permanency for months or longer. Still, her aunt and uncle said yes.

They agreed to step forward knowing they wouldn't be doing it alone. Through California's kinship support systems, and AFS's guidance, kin caregivers can access training, coaching, and practical resources to help them navigate the child welfare system, understand trauma-informed parenting strategies, and meet licensing and placement requirements when applicable. Kin families are often supported in building stability around the youth including school enrollment, healthcare connections, and ongoing case planning so placement can be sustained, not just initiated.

One year later: stability, school, and a new dream

Today, a year after moving in with her aunt and uncle, Donata is no longer living in survival mode. She's part of a household where she belongs. She's grown close with her younger cousins, is doing well in school, and is on track to graduate on time and perhaps becoming a teacher. A goal rooted in her own experience of what support can do. For a teen who once had to fight simply to feel safe, imagining a life built around guiding and caring for others is more than a career idea. It's a sign of healing.

Donata's story is a powerful reminder of why kinship work matters: because when we help young people reconnect to safe family and committed adults, we don't just change where they live. We change what they believe is possible.

* Names changed to protect identities



EMERGENCY PLACEMENT PROGRAM

The Emergency Placement Program continues to be a vital safety net for children and youth entering care under urgent and complex circumstances. By offering specialized beds, rapid response placement, and a strong focus on family-centered supports, the program helps stabilize crises quickly. Providing safety, consistency, and the right level of care when it matters most.

High Placement Success Rate



MAINTAINING STABILITY

100%

Placement Maintenance Rate

100% of placements were successfully maintained until permanent solutions were identified.

We support clients through every step of their foster, adoption and behavioral health journey.

If you're interested in fostering or adopting

CONTACT US

(800) 300-1022

rfarecruitment@afs4kids.org



Juvenile Probation Department (JPD)

The AFS JPD Program collaborates with the San Francisco Juvenile Probation Department (JPD) and the Department of Children, Youth, and Families (DCYF) to place justice-impacted youth in emergency and long-term Intensive Services Foster Care (ISFC) homes.

Youth referred to the AFS JPD Program often face:

- **Physical, mental health, addiction challenges**
- **Housing and employment instability**

Youth in the program have immediate access to:

- **Outpatient mental health care**
- **Therapeutic visitation and foster care support**

Program Goals

- Improve outcomes for justice-impacted youth
- Reduce use of secure detention facilities



Trauma-Informed & Strength-Based Practices

- **Wisdom Path Way:** Reparative parenting for healing relationships.
- **Adverse Childhood Experiences (ACES):** Addressing impact of trauma.
- **Strengthening Families:** Protective factors framework to enhance resilience and family stability.
- **Child and Adolescent Needs and Strengths (CANS):** An individualized assessment tool to tailor interventions to each youth's unique needs.

Criminogenic Behavior Reduction & Cognitive Restructuring

Utilizing the University of Cincinnati Criminogenic Index, AFS integrates **evidence-based strategies to reduce criminal thinking and behaviors:**

- **Motivational Interviewing (MI):** A counseling approach that builds youth motivation for **positive behavioral change**.
- **Thinking for a Change (T4C):** A cognitive-behavioral program that teaches **problem-solving skills, emotional regulation, and pro-social thinking** to reduce recidivism.

Client Demographics (2021-2025)

- **Ages:** Primarily 13-18 (majority 16+)
- **Gender:** Male (58.8%), Female (37.8%), Transgender (3.4%)

Special Populations

- Youth who experienced **commercial sexual exploitation**.
- **Monolingual youth** and **unaccompanied minors**.
- Youth with significant **behavioral health needs**.



Jackson's story represents what AFS believes at its core:

- With the right support like:
- stable housing
 - consistent relationships
 - timely resources

Young people can transform survival into self-sufficiency and adversity into purpose.

A Place to Land, A Path to Lead

When Jackson talks about the future, he doesn't talk in maybes. He talks in plans. He's a young adult in the AFS **Transitional Housing Plus (THP+)** program, and after three years of steady progress, he's approaching a major milestone: turning 25 and preparing to exit the program with stability behind him and a career ahead.

Jackson's early years were marked by what no young person should have to carry. He experienced parental abuse, periods of homelessness, and an upbringing shaped by instability and foster care placements. By the time he turned 18, he was working in the Santa Rosa area and trying to hold life together without a safe place to land. Some nights he couch-surfed. Other nights he slept in his car. He knew he wanted more, especially the chance to go to college and pursue his dream of becoming a firefighter, but he didn't have the resources to make that leap. That's when Jackson began searching for options for former foster youth and discovered **THP+**.

A program built for transition and possibility

AFS's THP+ program supports young adults who have experienced foster care as they step into independence. It offers the structure and relationships that make stability sustainable: **safe placement, consistent case management, life skills development, goal planning, and connections to education, employment, and community resources.**

For young people who have had to navigate adulthood too early and alone, THP+ can be the difference between surviving and building.

When Jackson made his way to AFS, he found something he hadn't had in a long time: consistency. For the past three years, he's worked with the same caseworker, **building trust, setting goals, and creating a path that matched his determination.** AFS helped stabilize his housing, meet basic needs, and strengthen the foundation that allowed him to focus on school and career preparation. And when Jackson took the next step toward firefighting, an ambitious and demanding goal, community support helped meet a very real barrier: the cost of getting started.

Through generous donations, AFS helped cover essential expenses for Jackson's role as a volunteer/seasonal firefighter, including his uniform and tools. The practical items that often stand between motivation and opportunity.

From instability to a career with purpose

Today, Jackson is doing what he once thought might never be possible. He was accepted into the highly competitive **Santa Rosa Junior College Firefighting Academy.** A major achievement that reflects years of hard work and focus. Even more powerful: his fire chief has agreed to hire him upon completion, with a **starting salary of \$130,000.** For Jackson, this isn't just a job offer. It's security. It's pride. It's a future built on something solid. Jackson's story represents what AFS believes at its core: that with the right support—stable housing, consistent relationships, and timely resources, young people can transform survival into self-sufficiency, and adversity into purpose. As Jackson prepares to leave THP+, he's not leaving without support. He's leaving with a plan, a profession, and the kind of confidence that comes from having someone walk alongside you long enough to prove what's possible. Because when a young person has a stable place to live and a team behind them, dreams stop being distant. They become next.



BEHAVIORAL HEALTH SERVICES

AFS provided outpatient behavioral health services to

An average of 42 children and teens every day

- **School, Office, Community & Home-Based Mental Health** Flexible service delivery to meet youth and families where they are.
- **Individual & Family Therapy** Personalized therapeutic support to enhance emotional well-being.
- **Intensive Care Coordination** Ensuring integrated and continuous support for youth with complex needs.
- **Outpatient & Specialty Mental Health** Targeted treatment for diverse mental health concerns.
- **Therapeutic & Supervised Visitation** Providing structured environments for safe family interactions.
- **Telepsychiatry Services** Expanding access to psychiatric care through virtual sessions.

MENTAL HEALTH

At Alternative Family Services (AFS), we recognize that many youth and families we support are navigating layered challenges shaped by trauma and adversity such as poverty, racism, food insecurity, substance use, mental health needs, and sexual exploitation.

Our mental health professionals provide compassionate, culturally responsive, trauma-informed services designed to promote safety, healing, and long-term resilience.

470 Outpatient Clients

17,227 Total Service Hours

Evidence-Based Therapeutic Approaches

By weaving these services and evidence-informed therapeutic approaches together, AFS helps youth and families strengthen resilience, process trauma, and move toward greater stability, connection, and long-term well-being.

- **Trauma-Focused Cognitive Behavioral Therapy (TF-CBT)** Specialized support for individuals experiencing PTSD and trauma-related challenges.
- **Motivational Interviewing** Encouraging self-directed behavioral change and reducing resistance to treatment.
- **Positive Parenting Program (Triple P)** Supporting biological and resource parents in understanding and responding to children's mental health needs.
- **Positive Behavioral Interventions & Supports (PBIS)** A proactive, school-based approach to fostering positive behaviors and improving student well-being.



Family Resource Centers

AFS is a member of the California Family Resource Association (CFRA), strengthening our work as a comprehensive Family Resource Center (FRC) and connecting families to resources designed to reduce stress and prevent crises.



California Family Resource Association
Strong Families. Strong Communities.

The Gathering Place (TGP)

Alameda County

The Gathering Place (TGP) is a collaborative partnership between AFS, the Alameda County Social Services Agency, and Alameda County Behavioral Health Care Services. TGP offers a safe, welcoming setting for children and families as they navigate the foster care system, creating space for connection, support, and progress.

Designed to feel family-centered and respectful, TGP provides a range of services including therapeutic support, supervised family time, and professional observations. Each visit is an opportunity to strengthen relationships, support emotional wellbeing, and build stability. Grounded in trauma-informed practice and a whole-family approach, TGP plays an important role in supporting safe reunification when possible.

THERAPEUTIC VISITATION

Therapeutic Visitation (TV) helps strengthen and sustain connections between youth in foster care and their families in a safe, supportive setting.

Guided by trained professionals, TV creates structured opportunities for families to rebuild trust, practice healthy communication, and navigate difficult emotions with consistent support.

Using trauma-informed, culturally responsive approaches, TV can:

- **reduce the stress of separation**
- **reinforce protective factors**
- **support safe reunification** when possible
- **help caregivers develop practical tools and confidence to create more stable, nurturing relationships over time**

169

YOUTH
were cared
for at TGP



59

FAMILIES
Participated in
TV at TGP



ILP Clients
34

The **Transition Age Youth (TAY)** programs at AFS provide comprehensive support to young people aged 16-24, empowering them to transition successfully into independent adulthood. Designed to address the unique needs of youth exiting foster care, these programs offer stable housing, life skills training, educational and career guidance, addiction recovery, mental health care, and access to health and community-based resources.

INDEPENDENT LIVING PROGRAM (ILP)

The Independent Living Program serves youth aged 16-21, a pivotal period for achieving independence. Tailored to meet the unique needs of youth exiting foster care, the ILP provides specialized services to support their transition to adulthood.

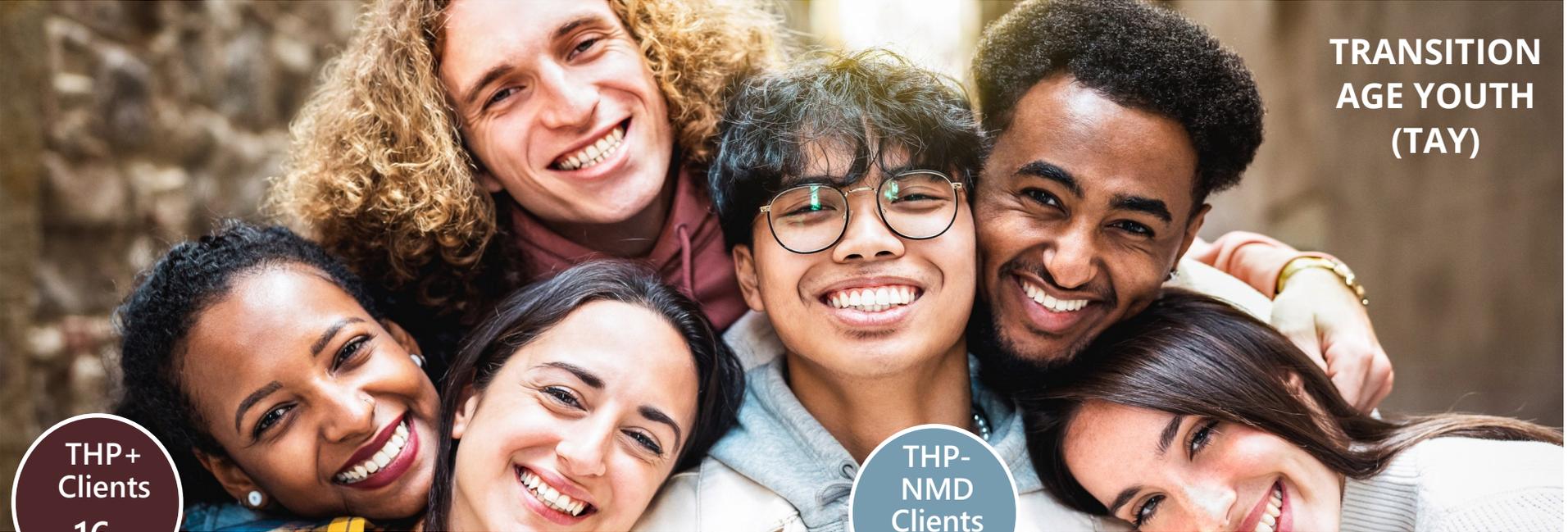
KEY PROGRAM OFFERINGS

- **Health and Wellness Education**
- **Legal and Advocacy Support**
- **Community Engagement and Social Support**
- **Career and Educational Planning**
- **Addiction Recovery Referrals**
- **Mental Health Care Referrals**
- **Life Skills Training**

ILP pillars of support prioritizes outcomes such as ensuring youth obtain high school diplomas or equivalents, secure employment, and identify and maintain contact with at least one caring adult.

100%

- of eligible youth who requested ILP services received services
- of ILP youth will receive a HS diploma or equivalent.
- of ILP youth identified and maintained contact with one caring adult



TRANSITION AGE YOUTH (TAY)

THP+
Clients
16

Transitional Housing Program Plus

The Transitional Housing Program Plus (THP+) supports young adults aged 18-24 who have aged out of foster care and lack stable support systems. THP+ ensures young adults gain the tools, stability, and support they need to transition confidently into independent adulthood.

THP-
NMD
Clients
4

Non-minor Dependents

The Transitional Housing Program for Non-Minor Dependents (NMD) supports eligible youth aged 18-21 participating in California's Extended Foster Care Program, established by AB12 (California Fostering Connections to Success Act). This program ensures young adults have the housing, skills, and support networks necessary to thrive as they transition into adulthood.

THP+ and NMD Program Goals

- Secure stable housing
- Increase Employability
- Educational Advancement
- Educational Advancement
- Access to Health Care and Resources
- Consistent relationship with a caring adult

THP+ Highlights

- 100%** of clients successfully maintained housing
- 87%** of clients were employed or secured employment
- 100%** of clients secured health insurance
- 80%** of high school age clients received diplomas

NMD Highlights

- 100%** of clients successfully maintained housing
- 100%** of clients secured health insurance
- 100%** of clients received high school diplomas
- 50%** of clients were employed or secured employment



TRAINING TOPIC EXAMPLES

- Commercial Sexual Exploitation of Children 101
- Impact of **Childhood Trauma on the Brain**
- **Effects of Grief and Loss** on Foster Youth.
- **Parenting Strategies for Youth with ADHD and Complex Trauma**
- First Five Years: **Guiding Growth and Healing** in Foster Care

TRAINING

AFS provides comprehensive training for caregivers, resource parents, and service providers. Building the skills, confidence, and shared practices needed to support children, youth, and families. Grounded in trauma-informed care and culturally responsive, DEIB-aligned approaches, our trainings are practical, accessible, and designed for real-world application. AFS helps strengthen the network of adults caring for youth with complex needs and promotes safer, more stable, and more supportive placements.

SAN FRANCISCO TRAINING PARENTING FOR PERMANENCY

Training for all SF County Resource Parents

The Parenting for Permanency College (PPC) is a training contract with San Francisco Human Services Agency and Children and Family Services to provide prospective San Francisco County approved resource parents support and resources as they navigate the Child Welfare system.

The **PPC Team delivered 92 advanced training hours** on topics including:

- Informed Trauma
- Commercial Sexual Exploitation of Children (CSEC)
- Sexual Orientation, Gender Identity, and Gender Expression (SOGIE)
- Working with Children of Multi-Ethnic Backgrounds who've faced racial stress and trauma

274



Total
Trainings

1,876



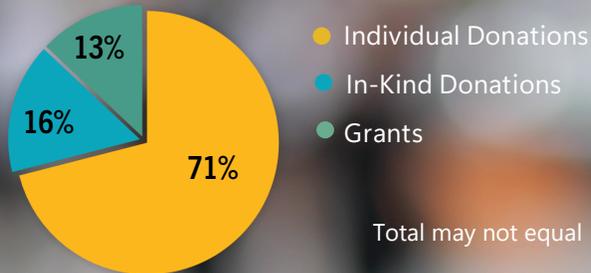
Hours of
Development
& Training

4,650



Total
Attendees

Constituent Giving Data



Total may not equal 100% due to rounding

\$463,320

The amount includes in-kind, raised by generous individuals, corporations, foundations and community organizations.

RESOURCE DEVELOPMENT

Every gift to AFS is a direct investment in the safety, stability, and long-term wellbeing of the children, youth, and families we serve. Donor support helps fill critical gaps and provides timely resources in areas such as:

EDUCATIONAL ACCESS: School and learning supports such as laptops, course fees, tutoring, and backpacks.

ENRICHMENT & SKILL-BUILDING: Opportunities that build confidence and belonging: sports, arts, dance, STEM activities, cosmetology courses, and specialty camps.

IMMEDIATE ESSENTIALS: New clothing, shoes, toiletries, and other basics needed for youth entering placement with little notice.

HOUSING & TRANSPORTATION SUPPORT: For Transition Age Youth, assistance with stable housing, groceries, utilities, and transportation so young people can stay on track.

THERAPEUTIC & EMOTIONAL SUPPORT: Healing tools and interventions such as art therapy supplies, sand trays, therapeutic items, and individualized support from caseworkers and clinicians.

Thank you for your generous support and for believing in our mission. Because of you, children, youth, resource families, and Transitional-Aged Youth at Alternative Family Services are seeing their lives change for the better.

Your generosity helps us offer safe, caring spaces and important mental health and support services.



**Thanks to you,
young people and families facing tough times
have hope and a chance for a brighter, more secure future.**

We are truly grateful for your compassion, partnership, and commitment to the children and youth we serve. Together, we are making a real and lasting difference.

Learn how your organization can invest in the lives of foster youth.

CONTACT: Angela Taylor
Director of Resource Development
ataylor@afs4kids.org (510) 988-3006

COMMUNITY ENGAGEMENT

AFS is grateful for the individuals, businesses and organizations who stand with youth, and families. Whether you contribute time, in-kind resources, or financial support, your partnership strengthens stability, expands opportunity, and helps families move forward.

FOSTER LEARNING: Support our Education Equity Drive to help ensure young people in our care have the tools they need to succeed: school supplies, technology, and learning resources.

FOSTER JOY: Join our Holiday Drive to bring comfort and celebration to youth and families through gifts, essential items, and holiday meals.

Foundations

- Charities Aid Foundation America
- Clorox Foundation
- Greater New Orleans Foundation
- Hannah B. Quimby Fund
- Intrepid Foundation
- Jaret Family Fund
- Marin Community Foundation
- National Charitable Foundation
- Philanthropic Ventures FDN
- Sacramento Community Foundation
- Silicon Valley Community Foundation
- Sonoma Community Foundation
- Wendy's Wish Giving Fund

Learn how you can invest in the lives of AFS clients.

CONTACT: Angela Taylor, Director of Resource Development
ataylor@afs4kids.org, (510) 988-3006



Supporters gathered at the Hearts in Bloom Gala to help fund essential services and resources for AFS clients.

Individuals

- Adam Reiner
- Ayushi Gummadi
- Charles Reader
- Danielle Valverde
- Dr. Arrickia McDaniel
- Elizabeth Arbuckle
- Fruci Family
- Jerome Williams
- Julio Flores
- Marsha Lewis-Akyeem
- Nancy Lelicoff
- Nathan Lipkin
- Peter & Maria Wentworth Family
- Scott Staub

Corporations and Community Partners

- Accenture
- ACRISURE
- All Natural Stone
- American Conservatory Theater
- Berkeley Repertory Theater
- Berkely United Methodist Church
- Bi-Rite Family of Businesses
- Brakely Search
- Canyon Club Brewery
- Chaminade Resort & Spa
- Charles M. Shulz Museum
- Claremont Hotel
- Comerica Bank (Gala)
- Cooper-Garrod Vineyards
- Cushman Wakefield (Gala)
- Envision Construction & Design
- Far Niente Wine Estates
- Fostering Wishes
- Gallery Game House
- Gillham Fitness
- Girl Scouts
- Golden State Warriors
- Goop
- Hyatt Regency Lake Tahoe
- Hyatt Regency Monterey
- Kaiser
- Kaur Fine Art
- Kendra Scott
- KPMG
- Masai Jewelry
- Matilda's Bloom Box
- New York Life
- Nickle & Nickle Winery
- Oakland A's
- Oakland Ballet
- Oakland Museum of CA
- Oakland Zoo
- Philippa Roberts Jewelry
- Rebellion Wines
- Restoration Hardware
- Ritz Carlton Half Moon Bay
- Roache Labs
- Ropes & Gray
- Sacramento Kings
- Sacramento Southern Railroad Train Ride & Museum
- Sakura of America
- Sammy Neft
- San Francisco Giants
- San Francisco Opera
- San Francisco Symphony
- San Francisco Valkyries
- San Jose Sharks
- Semifreddi's Bakery
- Slalom Consulting
- Smuin Ballet
- Starbucks
- State Bird Provisions
- STG Partners
- TEC Equipment
- Trader Joe's
- West Bradley Electric, INC.
- White Rock Resort
- Wise Villa Winery
- WorkDay



From Crisis to Stability A Family's Journey with AFS

When a single parent and two young children arrived in an emergency shelter, the future felt uncertain. Through the Enhanced Care Management (ECM) Network, the family was connected to Alternative Family Services, where comprehensive, coordinated support could begin immediately.

A grant from a local community organization helped AFS respond quickly and holistically. With that flexible funding, AFS supported the parent in

- **accessing behavioral health treatment**
- **stabilizing day-to-day needs**
- **rebuilding a path forward**

As care continued, the parent secured employment and was connected to housing resources, creating momentum toward long-term stability for the entire family.

This is what targeted community investment makes possible: not just short-term relief, but real progress.

Because of partnership and timely funding, one family moved from crisis toward stability.

FINANCIALS

Operating Expenses

Program/Department	Dollars	% of Budget
Program	\$25,152,526	85%
General and Administration	\$ 4,172,880	14%
Resource Development	\$ 258,939	1%
TOTAL	\$29,584,345	100%



AFS LOCATIONS

Alternative Family Services - San Francisco Facility #385201811

250 Executive Park Blvd. #4900, San Francisco, CA 94134

Programs: Foster Care, Adoption, Mental Health, ICC, E-ISFC, Emergency Placement, SF Juvenile Justice, ECM, Parenting for Permanency College (SF County resource parent training)

Alternative Family Services - San Leandro Facility #015390066

777 Davis St. Suite 300, San Leandro, CA 94577

Programs: Foster Care, Adoption, Mental Health, Tele-psych, Training, Emergency Placement, 0-5 Mental Health, ECM

Alternative Family Services - Santa Rosa Facility #496803276

131B Stony Circle #1200, Santa Rosa, CA 95401

Programs: Foster Care, Adoption, Behavioral Health, Kinship, ECM

Alternative Family Services - Sacramento Facility #347005069

8950 Cal Center Dr. Bld. 2 #340, Sacramento, CA 95826

Programs: Foster Care, Adoption, E-ISFC, Mental Health, Therapeutic Behavioral Health, Family Seeing, ECM, Emergency Placement, WRAP, Flexible & Integrated Services (FIT), Training

Alternative Family Services - San Rafael Facility #216803574

361 3rd Street Suite G, San Rafael, CA 94901

Programs: Transition Aged Youth (TAY)

Alternative Family Services - Vallejo Facility #487005364

160 Glen Cove Marina Road #102, Vallejo, CA 94591

Programs: Foster Care, Adoption, Training, ECM

The Gathering Place: Alameda County Visitation Center - San Leandro

777 Davis St. Suite 300, San Leandro, CA 945677

Programs: Therapeutic Visitation

The Gathering Place: Alameda County Visitation Center - Pleasanton

5167 Johnson Drive, Pleasanton, CA 94588

Programs: Therapeutic Visitation

Stockton Office Space - Facility #397006622

2529 W March Lane 95207

Trainings, Therapeutic Visitations for San Joaquin County families, School-Based Prevention

