



ADAPTING THROUGH **CHANGE**

ANNUAL REPORT 2020-2021



Dear Friends,

Four months into the pandemic, East Bay Agency for Children (EBAC) started our FY20-21 year unable to predict how the next twelve months would unfold. Throughout the year, management shed many lofty, long-term goals and focused primarily on helping staff adapt our programming and operations to meet the emergent and evolving needs of our program participants, our school and community partners, and our own personnel.

Our primary challenge was to figure out how to connect with children, youth and families when school campuses, our primary place of engagement, were closed. We are so proud of the dedication and flexibility our staff demonstrated in finding creative ways to support those in need under tremendously difficult circumstances.

We are pleased to report that our financial position remained strong. Our public sector partners maintained our funding contracts. We received a PPP loan which was ultimately forgiven, and our committed community of donors leaned in as well.

This Annual Report 2020-2021, **Adapting Through Change**, offers you a window into our work and outcomes. We welcome your thoughts and questions addressed to Josh.Leonard@EBAC.org.

Thank you,



Josh Leonard, CEO



Mimi Park, President
Board of Directors



MISSION

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

VISION

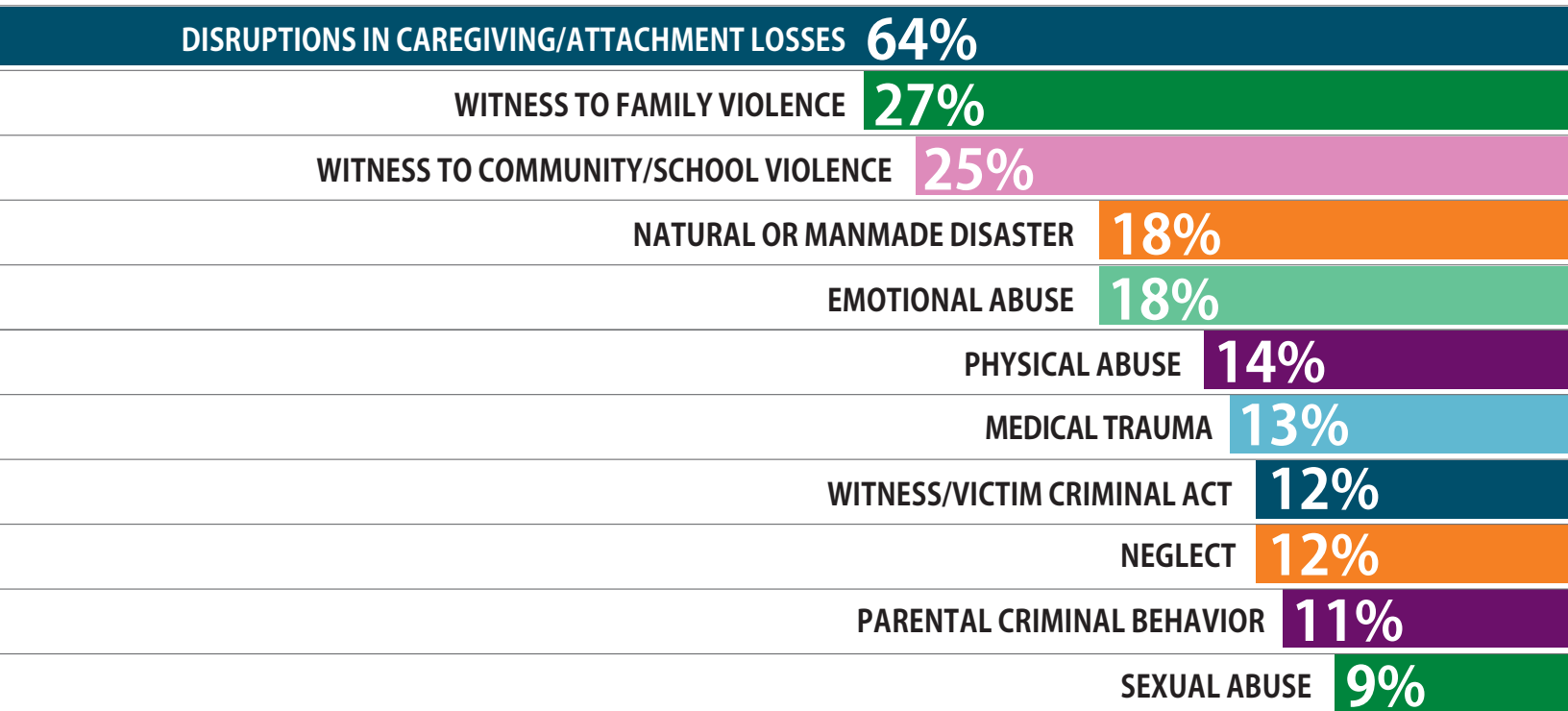
We are committed to building a comprehensive, place-based continuum of accessible, trauma informed and culturally relevant services that build resiliency, aid in recovery, and, where possible, prevent exposure to adverse childhood experiences.

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



Using the Child & Adolescent Needs and Strengths (CANS) tool, EBAC mental health clinicians assessed the trauma history of the clients with whom they worked. *Disruption of Caregiving/Loss of Attachment and Exposure to Family and Community Violence* were the most commonly reported traumas these children and youth experienced.

TRAUMA HISTORY OF OUR CLIENTS





COVID HEALTH

Distributed 100,000 masks and other PPE to families

Gave Covid safety and vaccination information to 18,252 people including hard-to-reach families such as immigrants, non-English speakers, and undocumented residents

SCHOOLS & EDUCATION

Led planning, execution, and management of opening first two back to in-person student Learning Hubs in Oakland Unified School District (OUSD) in spring 2021

Partnered in new ways with classroom teachers to provide “recess” breaks, PE, and academic tutoring in addition to offering students engaging afterschool classes such as virtual field trips and dance and a library of staff-made YouTube videos on mindfulness, cooking, gardening, history, and more

FAMILY SUPPORT

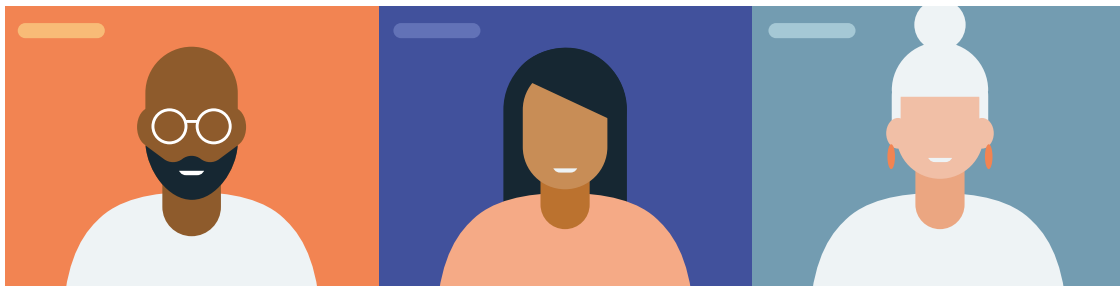
Case-managed families in crisis, coordinating resources and care until they were stabilized

Delivered December holiday gifts to 300 families

Continually identified families’ urgent needs, connecting them to critical resources such as unemployment benefits, Medi-Cal and other health insurance, food resources, mental health counseling, grief support, hygiene products, and diapers



After re-imagining our Therapeutic Nursery School program, we launched EPIC, our newly designed 10-week early intervention program that builds kindergarten readiness skills for preschoolers ages 3-1/2 to 5 who are challenged by self-regulation and social expression.



SCHOOL-BASED BEHAVIORAL HEALTH

Invested 23,934 hours of clinical support doing whatever it took to show children and youth that they and their anxiety, fears and depression were seen, heard, and supported during the isolation of Covid

Attended countless Coordination of Service Team (COST) Zoom meetings with principals, teachers, and other school staff to identify students who needed mental health services or other family supports EBAC could provide



COMMUNITY

Sought out teens who stopped showing up on Zoom for class, working to re-engage them in school

Conducted virtually 2 series of Resilient Parenting for Bereaved Families educational workshops; 20 grief peer support group meetings; and 3 screenings and facilitated discussions of Speaking Grief documentary



SYSTEM TRANSFORMATION

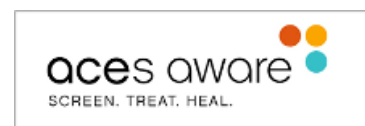
Trauma Transformed worked with the following systems of care and communities locally and across the country, centering relationships to create the conditions for individual healing through healing the system itself:

- New York City Public Health
- City of Oakland – ReCast Project
- Contra Costa Equity & Racial Justice Committee
- Solano County Public Health
- Resident Warriors part of HopeSF
- Communities of practice in San Bernardino, Monterey, and Sacramento



Trauma Transformed helped advance the California Surgeon General's Statewide initiative, **ACEs Aware**, aimed to prevent and address the impact of adverse childhood experiences (ACEs) and toxic stress.

TraumaTransformed.org

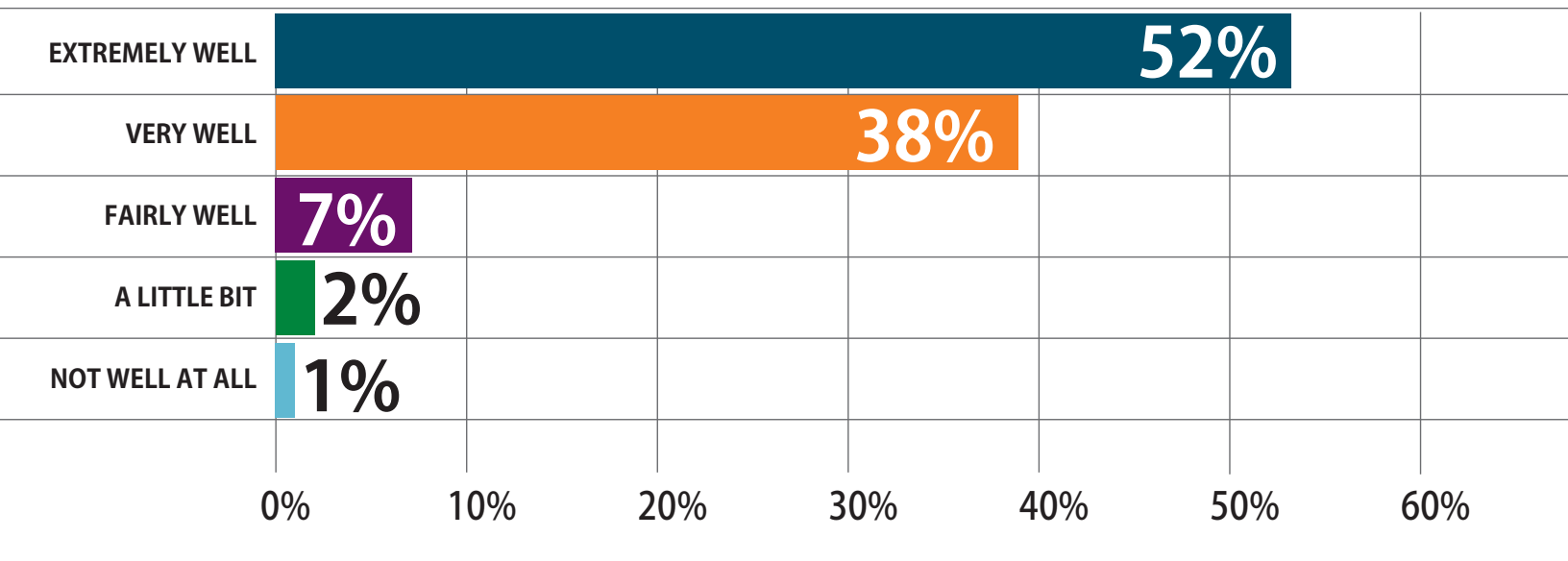




As part of our strategic objective to be a data-driven organization, we conducted a cross-program survey to inform our understanding of satisfaction and areas of improvement. Responses informed our FY21-22 goals to expand summer services, intentionally increase outreach to African-American families, and re-double efforts to hire staff reflective of the families we serve.

OVERALL, HOW WELL DID EBAC MEET YOUR NEEDS?

Responses from 184 youth and caregiver participants





ORGANIZATIONAL ACHIEVEMENTS

Recognized for the 6th time as a Top Workplace by Bay Area News Group based upon results of anonymous staff surveys

Held 334 trainings covering 934 hours for 4,505 child and family serving employees from 151 organizations.

Systematized data collection required by EBAC's many disparate funders into a coordinated process which produced informative agency-wide client and services data dashboard



FINANCIAL HIGHLIGHTS

EBAC invested \$15.9 million in our community's children and families in FY20-21

Donors rallied to raise a record \$275,000 from our first virtual fundraising gala

RACIAL JUSTICE & EQUITY

Convened internal Equity Committee to address matters of equity within EBAC by reviewing and revising policies, practices, and protocols that may perpetuate harm. Examples:

- Create opportunities for leadership promotions for staff of color by creating a training plan that ensures management readiness
- Operationalize incorporation of staff and community voice into decision-making, agency culture and policy and practice improvement

MANAGEMENT AND VOLUNTEER LEADERSHIP

(As of 6/30/2021)

EXECUTIVE LEADERSHIP TEAM

Josh Leonard, *Chief Executive Officer*
 Roger Ailshie, *Chief Financial Officer*
 Tammy Jones, *Chief Operating Officer*
 Sandra Portasio, *Chief Program Officer*
 Julie West, *Chief Development Officer*
 Shawana Booker, *Trauma Transformed Center Director*
 Lisa Hilley, *Director of Impact and Evaluation*

BOARD OF DIRECTORS

Executive Committee

Mimi Park, *President*
 Leah Hughes, *Governance Chair*
 Mary Colby, *Treasurer and Finance Chair*
 Tim Sommer, *Quality & Impact Chair*
 Patrick Piette, *Board Secretary*

Members

Gary Cox
 Gillian Chambers Harris
 Wendi Gosliner, DrPH, RD
 Tamika Greenwood
 Joanne Karchmer
 Andreas Lorenz
 Matthew Nelson
 Madelyn Roderigues
 Daniel Shulman
 Tess Singha
 Danielle Soto, PH.D.

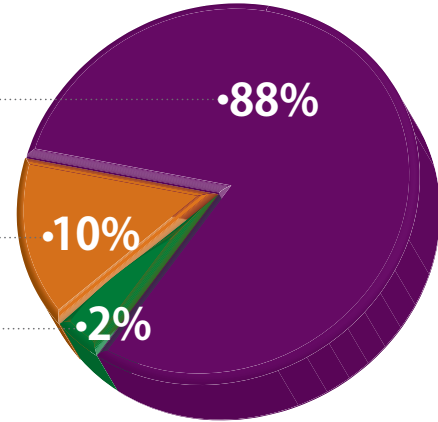
AUXILIARY

Erica Bachman, *Co-President*
 Natalie Henrich, *Co-President*
 Sarah Miller, *Gala Chair*
 Wynne Ahern
 Becky Andersen
 Jennifer Bai
 Rani Batra
 Jodi Beasley
 Ina Bendich
 April Bible
 Tamara Bradley
 Reagan Brooks-Jimenez
 Jan Busch
 MD Buttrick
 Lisa Cartolano
 Susie Cavalieri
 Deirdre Celotto
 Haideh Chew
 Lin Cheyer
 Claire Faughnan
 Kate Freeman
 Sally Fitzhugh
 Katy Ford
 Diane Goetz
 Laura Grady
 Amy Gurowitz
 Kye Heinstein
 Sarah Holliman
 Sandi Hutchinson
 Stacie Jessee
 Nadine Kalmes
 Joanne Karchmer
 Laura Katter
 Amanda Noguera
 Candes Lecocq
 Whitney Magness
 Monica Marcone
 Christine Mattsson
 Karen Medford
 Jamie Miller
 Kathleen Morris
 Jackie Noyes
 Vicky O'Bresly
 Sharon O'Neil
 Janicke Rygg Polumbo
 Marilyn Sandifur
 Amanda Scott
 Michelle Smith
 Rebecca Thornborrow
 Michelle Thornton
 Noelle Tsukahara
 Natalie Williamson
 Lisa Wolfe
 Kim Wulfekuhler

Fiscal Year 2020-2021 Financials (Audited)

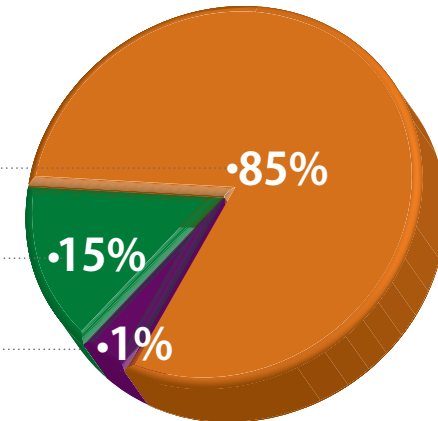
REVENUE \$17,966,544

Government	\$15,806,941
Foundations, Contributions and Events	\$1,797,552
Program Fees	\$362,051



EXPENSES \$15,942,726

Program Services	\$13,604,618
Supporting Services	\$2,129,386
Fundraising	\$208,722



5 YEAR REVENUE TREND

Fiscal Year 2016-2017	\$ 12,731,549
Fiscal Year 2017-2018	\$ 13,731,923
Fiscal Year 2018-2019	\$ 14,912,990
Fiscal Year 2019-2020	\$ 16,797,951
Fiscal Year 2020-2021	\$ 17,966,544



ADMINISTRATIVE OFFICE: 2828 Ford Street, Oakland, CA 94601 510-268-3770

LEARN MORE: EBAC.org CONTACT US: info@EBAC.org

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

