



STORIES OF IMPACT



Narratives of Hope and Healing



DEAR FRIENDS

The 2021-2022 school and fiscal year marked EBAC's 70th year serving the needs of Alameda County's children and families. The year also presented tremendous challenges and successes. EBAC staff stepped up in a multitude of ways to support children, youth and families. Our school-based staff helped students, families, and staff navigate the return to in-person learning after the prolonged absence, finding students experiencing high levels of anxiety, depression, and emotional dysregulation. Our community-based program staff also worked tirelessly to connect families to resources to help them meet their basic needs of food, healthcare, housing and so much more.

To illustrate the impact of our work, this FY2021-2022 annual report, **Stories of Impact**, offers you real-life stories from EBAC's programming during that difficult year. We hope you gain an understanding of how children, youth, and families benefited in numerous ways as a result of the compassionate, dedicated and professional care they received from EBAC staff during a very trying time.

As we reflect back on the year, we are grateful for the steadfast support and partnership of our funders and donors who continued to invest in our mission. EBAC ended the year in a very strong financial position. Our challenges ahead match those of most organizations, navigating the changed and evolving human resources market to recruit and retain staff in levels sufficient to meet the community's increased needs. We look forward to creatively meeting this challenge as we work to ensure all children receive the mental health and social-emotional supports they need and deserve.

With gratitude,



Josh Leonard, CEO



Mary Colby, Board President

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

STORIES OF IMPACT

Everyone with whom EBAC works has a unique story and journey. The vignettes contained in Stories of Impact represent only a small sampling of the exceptional stories of hope, healing, and impact produced throughout an entire year by the efforts of over 200 EBAC staff. Each narrative represents a person's life changed as a result of their engagement with EBAC.

COUNSELING ENRICHED CLASSES

Served 67 youth in 4 High Schools and 1 Middle School.

During the pandemic shutdown, Micah and his brother helped their mom stop smoking because they were with her constantly. As a result, he saw how hard it was for his mom and recognized that when you are trying to reach difficult goals, it helps to have people who love you on your team. He says from now on, with the support of his EBAC support team, he is committed to using the trusted adults around him when he is facing difficult situations at school.



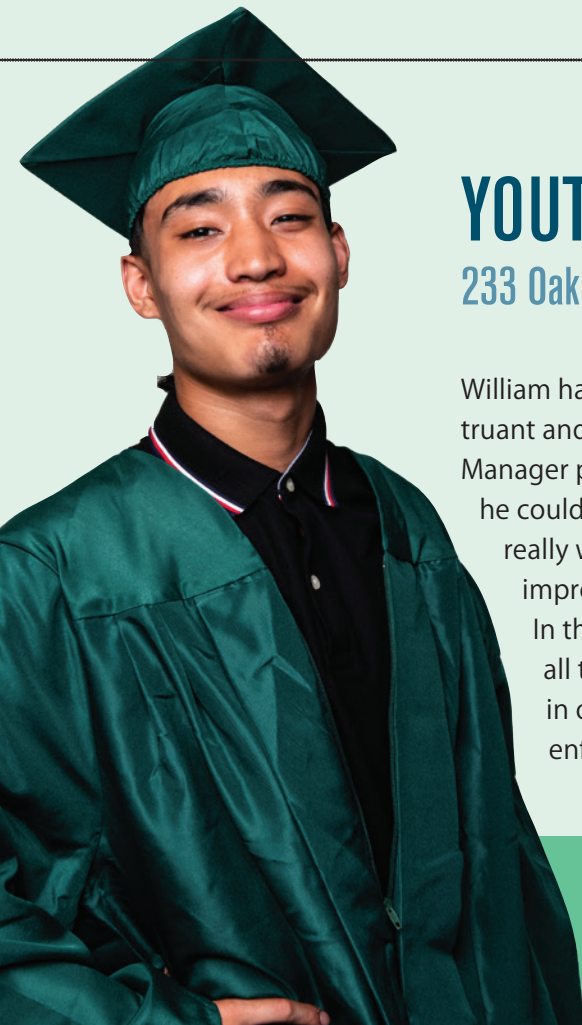
EPIC

26 children aged 3-1/2 to 6 years received 15 weeks of intervention services.

The EPIC program has been transformational for my students. In my 13 years of teaching, I have never seen an outside behavioral intervention actually work with struggling students until EPIC. My EPIC teacher met with me to come up with strategies to support my students. I was able to form a positive relationship with my students because I was less stressed by their behaviors. My participating students are making behavioral and academic gains, and they feel loved and engaged.



Monica Valerian, Kindergarten teacher
Achieve Academy



YOUTH EMPOWERMENT SERVICES (YES)

233 Oakland youth received 2,170 hours of case management and guidance.

William had a history of defiance, aggression and trust issues and was habitually truant and on Probation. William was resistant to engage, but his YES Case Manager persisted. He brought William lunch a few times a week and inquired how he could better motivate William to engage in his education. Turns out William really wanted a job, so together they created a behavioral contract: if William improved his school attendance, EBAC staff would assist him in finding a job. In the end, this challenge and our staff's consistent check-ins proved to be all the motivation that this young man needed to succeed. Since enrolling in our YES program, the young man has not had any involvement with law enforcement, graduated high school, and is exploring vocational programs.

FAMILY RESOURCE CENTERS

634 families were stabilized through case management services.

Rosa, a single mother of a child with special needs, was referred to the local EBAC Family Resource Center for assistance. She was overwhelmed, did not speak English well, and was struggling financially. The Spanish-speaking EBAC staff identified that Rosa was at risk for homelessness, lacked a social support system, and did not understand the public benefits and educational resources available to her and her child. Together they co-created a plan with simple first goals which would build her confidence: enroll in Medi-Cal and CalFresh and find a medical home. Her son was approved for Medi-Cal and received physical and mental health resources and support for his school Individualized Education Plan. CalFresh approval freed income to cover rent and other expenses. Rosa began reaching out to people she identified as sources of emotional support. Her next goal was to enroll in an ESL class and, as her English improved, she achieved her final goal: enrolling in vocational classes.



EARLY CHILDHOOD PROGRAMS

156 parents/guardians and children ages birth to 5 attended educational sessions.

Sylvia reported that prior to joining the EBAC Little Steps to College early childhood education program, her 4 year-old son, Carlos, almost never spoke to anyone at home. After just a few weeks in the program, Carlos' regular interaction with his peers and EBAC teachers had a tremendous positive impact on his language development. Sylvia excitedly shared that her son is now speaking more at home, much to the delight of his family.



GRIEF SERVICES

Martha attended Circle of Care support group meetings after her husband died. She sought help meeting the needs of her grieving children while also processing her own grief.



Having a place to go where I was able to share my experience, be heard, and connect with others felt deeply important and created a sense of community that helped me feel less alone. I was able to express myself in front of other people in a way that I can't in my day to day life.



Martha reflecting on the impact of her time with Circle of Care



SERVICES:
Support Groups, Parent Workshops, Provider Education Workshops in Spanish and English.

AFTERSCHOOL PROGRAMS

571 kids ... 5 schools.

Our afterschool instructors had a difficult time getting Elijah to socialize with others and engage in program activities. He was later diagnosed with autism. When one afterschool instructor discovered that Elijah loved Thomas the Choo-Choo Train, she worked to engage him using train-themed coloring pages and a train squishy toy combined with mindfulness techniques such as breathing tools. She encouraged him to use these new tools whenever he felt overwhelmed, such as when he tried a new activity. By the end of the school year, Elijah showed tremendous growth due to his learned mindfulness practices which enabled him to make several friends and actively and comfortably engage in many afterschool activities.



SCHOOL BASED MENTAL HEALTH

1,000 children in K-12 learned skills to cope with their trauma.

9 year-old Claudia moved in with her grandmother after experiencing physical abuse and witnessing domestic violence. Her anxiety made her fearful to leave her grandmother's home. At school she would cry, shut down when doing classwork, not engage with peers, and struggle to make friends. An EBAC mental health clinician intervened with individual therapy, group therapy to help Claudia practice social skills, and individual support in the classroom, lunchtime and recess to help her practice skills and regulate behaviors they were working on in therapy. As a result, Claudia's grades improved, and she now speaks up in class even volunteering to answer questions. Claudia has made friends that she plays with regularly and is comfortable going places without her grandmother being present.



LEARNING AND EDUCATION DEPARTMENT

3,608 people gained knowledge from 273 EBAC trainings.

14 Bachelor and Masters students gained hands-on experience from internships.



Being a dual MSW/MPH student, I am passionate about addressing youth mental health at a structural, community, and individual level. My practicum placement at EBAC has been the perfect learning environment to be able to dive into both my public health and social welfare passions. EBAC's commitment to preventing youth from becoming system impacted was a big reason why I wanted to work for this organization. There are countless training opportunities to learn about different issues facing youth, whether that be on a structural level or tips on working with youth individually. I have had the space to really learn and grow through supervision, which is something I've appreciated. I'm really lucky to have had my placement here!



Julie Grassian, UC Berkeley MSW/MPH student



TRAUMA TRANSFORMED

7 passionate EBAC staff moved organizations closer to becoming trauma informed and resilient.



Trauma Transformed facilitated the training of the pediatric clinic staff at Highland Hospital that helped them understand how trauma and stress, including socio-cultural trauma, impact developing bodies and brains, communities, and organizations. The goal was to equip the healthcare team to develop shared language about trauma, understand what it means to be a trauma and resilience-informed organization, and identify and apply common practices to support well-being. The four training modules serve as foundations for understanding trauma and to support individual and organizational change implementation.



*When I was finally able to make the shift from **'What's wrong with you?'** to **'What happened to you?'** I gained so many insights into what this family had been exposed to, including terrible trauma like gang violence and domestic abuse. I was able to see this woman was not flaky at all. She had tremendous resilience. She had saved her children's lives.*



Pediatrician Sam Singer reflects on how using what he learned in this training changed his view about a refugee mother who sometimes missed her children's medical appointments.

MANAGEMENT AND VOLUNTEER LEADERSHIP

(As of 1/1/2023)

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*

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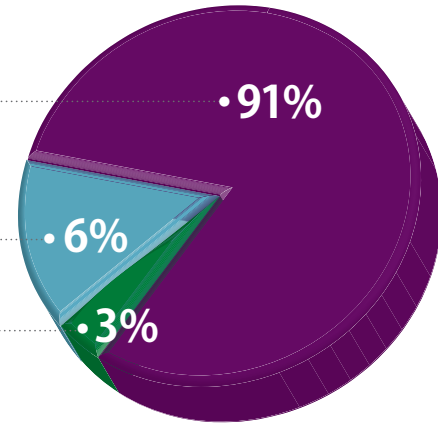
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 Rani Batra
 Jodi Beasley
 Ina Bendich
 April Bible
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 Katrine Shelton
 Michelle Smith
 Rebecca Thornborrow
 Michelle Thornton
 Noelle Tsukahara
 Natalie Williamson
 Lisa Wolfe

Fiscal Year 2021-2022 Financials (Audited)

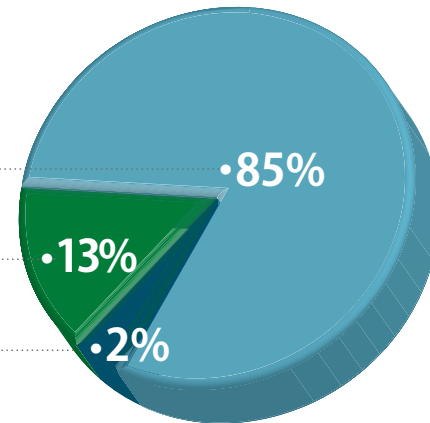
REVENUE \$17,026,157

Government	\$15,501,640
Foundations, Contributions and Events	\$994,767
Program Fees	\$529,750



EXPENSES \$16,804,294

Program Services	\$14,323,605
Supporting Services	\$2,237,339
Fundraising	\$243,350



5 YEAR REVENUE TREND

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
Fiscal Year 2021-2022	\$ 17,026,157



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

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

