

Background to Our Impact



Why, How, and What



DEAR FRIENDS,

For our Fiscal Year 2022–2023 Annual Report, instead of focusing on our program impact and outcomes, we are sharing data and research that illuminates the circumstances facing the children and families in Alameda County who EBAC serves. We also share information demonstrating the efficacy of the intervention strategies we employ in our comprehensive continuum of care.

We hope this information expands your understanding of the challenging conditions facing the children and families in our programs and the issues EBAC strives to address. For instance, did you know that Alameda County is the fourth most diverse county in the U.S.? According to the Alameda County Public Health Department, nearly 1 in 3 of the 1.6 million residents is an immigrant. That’s over 526,000 residents who are naturalized U.S. citizens, lawful permanent residents, temporary migrants, humanitarian migrants, and foreign-born residents that call Alameda County home. Additionally, almost half (46%) of California children have at least one immigrant parent, and approximately 1 in 10 children under the age of 6 in Alameda County lives below the Federal Poverty Level.

The implications of this data deeply impact EBAC’s services and how we deliver them in the community. Throughout EBAC’s 71-year history, community need has always driven innovation and the evolution of services we provide. This approach remains true today. EBAC uses proven and effective programmatic strategies in all our prevention and early intervention services in order to address the current and emerging barriers to well-being facing children and families.

We hope this information provides you valuable insights into challenges facing the communities EBAC serves and how EBAC works to address them. We are deeply grateful for our incredible donors, funders, volunteers, and community partners whose collaborative engagement with EBAC amplifies our impact.

On behalf of the entire EBAC staff and Board of Directors, we say, “We appreciate you.”

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

“

“EBAC is a well-run organization in business operations and service delivery. It continues to utilize impressively organized, sophisticated and dynamic continuous quality improvement systems. Staff members are hard-working, motivated and caring. Their positive approach and involvement helped the persons served pursue their dreams, hopes, and goals and acquire the skills and self-confidence to have lives with purpose and connection.”

-Excerpt from report renewing EBAC's CARF accreditation

SBBH & CE

School-Based Behavioral Health
and Counseling Enriched Services



Data

The landmark Kaiser/Centers for Disease Control Adverse Childhood Experience (ACEs) study shows that children who experience physical or emotional abuse or neglect, parental mental illness, domestic violence and other adversity have higher risks of poor health outcomes in adulthood. Children with 4 or more ACEs have 2-1/2 times the lifetime risk for Chronic Obstructive Pulmonary Disease (COPD); 4-1/2 times the risk of depression and 12 times the risk of suicidality. Children with 7 or more ACEs have 3 times the risk of lung cancer and 3-1/2 times the risk of heart disease. According to the Centers for Disease Control, more than 4 in 10 (42%) students in 2021 felt persistently sad or hopeless and nearly one-third (29%) experienced poor mental health and more than 1 in 5 (22%) students seriously considered attempting suicide and 1 in 10 (10%) attempted suicide.

A 2021 survey of study results showed that in children and adolescents, mental health screening plus mental health interventions at school were the most cost-effective interventions for prevention and treatment of mental disorders, while parenting interventions had good evidence in mental health promotion.

1,269 (SBBH)
56 (CE)
Children served

\$8,174,553
(SBBH)
\$1,871,623
(CE)
Expenses

Summary

EBAC's School-Based Behavioral Health and Counseling Enriched clinical programs provide a culturally responsive and trauma-informed treatment approach to building resilience in children and adolescents experiencing difficulties regulating emotion and behavior. EBAC's mental health clinicians help children in Kindergarten through 12th grade who are struggling with issues such as anxiety, depression, or aggression develop ways to self-regulate their emotions and behaviors through art, play, and other therapeutic tools. Behavioral Coaches provide in class reinforcement support for students in our Counseling Enriched program.

[SBBH: Learn More](#)

[CE: Learn More](#)

YES

Youth Empowerment
Services



Data

Research shows that a case management model for youth that is strengths-based is effective for helping youth grow and succeed in their homes and communities. Additionally, in order to truly empower someone, research shows it is critical to create an environment that emphasizes the individual's right to choose and to provide an opportunity for choice. Data also show that a youth's access to a trusted adult correlates to lower Adverse Childhood Experiences (ACEs) and higher resilience levels. For example, for individuals with 4 or more ACEs, those with access to an always-available trusted adult were 5.6 times more likely to have had supportive friends and 5.7 times more likely to have been given opportunities to develop skills to succeed in life, compared to those with no access to a trusted adult.

242

Oakland youth
served

\$898,299

Expense

Summary

Using a coaching centered, trauma-informed, culturally aware and strengths-based approach, Youth Empowerment Services (YES) offers coaching, case management, and mental health therapy for Oakland youth and children ages 8 to 19 and their families. YES services strive to stabilize program participants by increasing hope, building healthy relationships, linking to resources, and reducing or preventing at-risk behaviors. Based on the Strengths Model for Youth, EBAC's Youth Empowerment Services focus on identifying and amplifying the strengths and resources that a youth has available in their lives and then supporting the youth to develop and work towards personal and meaningful life goals.

[Learn More](#)

EPIC



Data

Department of Education research data suggests that early childhood learning environments are a point of entry to the preschool-to-prison pipeline. Research shows that when young students are suspended or expelled from school, they are several times more likely to experience disciplinary action later in their academic career, drop out or fail out of high school, report feeling disconnected from school, and be incarcerated later in life. Data from the U.S. Department of Education show that African American school children of all ages are more than three times more likely to be suspended and expelled than their non-Hispanic white peers. Having higher social-emotional skills in kindergarten is related to important outcomes at age 25.

45

Children served

\$803,232

Expense

Summary

EPIC is an intensive school-based program for Medi-Cal eligible children ages 3-1/2 to 6 who have difficulty self-regulating their emotions and behaviors. Featuring social emotional learning, occupational therapy, and family-centered play therapy, EPIC offers children and their families skill building services to improve children's capacity to self-regulate and respond age appropriately and increase families' knowledge of child development and build a community of support. EPIC operates in two public elementary schools, serving Transitional Kindergarten and Kindergarten children in the classroom and in pull-out therapy sessions.

[Learn More](#)

FAMILY RESOURCE CENTERS



Data

The Center for Study of Social Policy's 2003 research review demonstrated that five protective factors correlate with lowering child abuse and neglect in early childhood settings. Those protective factors are defined as 1) parental resilience, 2) social connections, 3) knowledge of parenting and child development, 4) concrete support in times of need, and 5) social emotional competence of children. Safe & Sound's 2019 report, The Economics of Child Abuse – A Study of California, noted the verified financial impact of child abuse and neglect in 2018 as \$2 billion dollars for the Bay Area. Further findings noted that the addition of one more case management visit per week at a family resource center created a 25% increase in the probability that a family reduced its risk of abuse. The Alameda County Food Bank reports that 25% of residents are experiencing food insecurity. Data from the Public Policy Institute of California shows that 1 in 4 Bay Area residents are living in or at the precarious edge of poverty with the figure rising to 2 in 5 for Black and Latinx residents.

1,397

Families
received critical
stabilizing services.
Over 10,000
received other
critical supports.

\$2,478,297

Expense

Summary

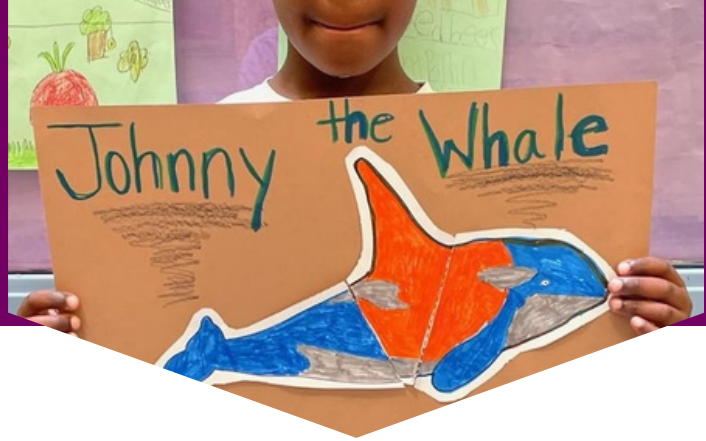
EBAC's Family Resource Centers foster and promote specific characteristics of families, referred to as "Protective Factors, that strengthen families, promote optimal child development, and prevent child abuse. To help parents provide more stability and become self-sufficient and resilient, EBAC's six Family Resource Centers help connect families to critical medical and dental services, food sources, housing, and more; understand their child's development and needs; and strengthen social connections. Resource Specialists speak 11 languages providing families – including immigrants and refugees – trauma-informed, culturally appropriate support they can trust and rely upon.

[Learn More](#)

ANNUAL REPORT 2022–2023

Background to Our Impact: Why, How, and What

AFTERSCHOOL SERVICES



Data

Research from the Rose Institute of Claremont–McKenna College shows that afterschool programs provide a significant return-on-investment, with every \$1 invested saving at least \$3 through improving student performance at school, increasing youth’s earning potential, and reducing crime and juvenile delinquency. A meta-analysis conducted by the University of Illinois at Chicago found that participants in afterschool programs improve significantly in three major areas: feelings and attitudes, indicators of behavioral adjustment, and school performance. They also found that participants reduced problem behaviors (e.g., aggression, noncompliance and conduct problems) and drug use.

700
Children served

\$2,102,904
Expense

Summary

EBAC’s afterschool programs offer academic and enrichment classes that cultivate student learning. Through a child-centered approach, our teachers help children discover their individual strengths, build healthy peer and adult relationships, and develop skills to regulate emotion, cope with everyday challenges, and counter the impacts of trauma. Busy parents/caregivers benefit from their students’ increased school attendance and engagement and confidence in knowing that their children are thriving afterschool.

[Learn More](#)

TRAUMA TRANSFORMED



Data

Studies that examined the impact of interventions delivered by trauma-informed providers and systems found that one year later children served by these systems demonstrated a more positive self-identity, increased tools for building healthy relationships, and improved safety. (Finkelstein et al., 2005; Noether et al., 2007).

Summary

Trauma Transformed leads EBAC's system transformation work by supporting the work of public and community-based systems to become healing organizations that can effectively serve the needs of the community with a healthy workforce. Trauma Transformed works with organizations and government systems to provide training and leadership coaching, offer policy and practice change consultation, and lead convenings of system and community leaders. Trauma Transformed advances trauma-informed and healing-centered system change through community- and cross-system collaboration that mitigates stress, trauma and oppression impacting our communities.

[Learn More](#)

23

Organizations served

3,458

People received the foundational Trauma Informed Systems (TIS) 101 training

\$919,676

Expense

LEARNING & IMPACT



Data

LinkedIn's 2023 Workplace Learning Report found that 93% of organizations are concerned about employee retention—and the number one way to improve retention is by “providing learning opportunities.” In fact, 94% of workers said development opportunities would keep them in a role. Studies show that Trauma-Focused Cognitive Behavioral Therapy (TF-CBT) produces significant improvement in children’s anxiety, depression, disassociation, and externalizing behavioral problems.

4,128

People
attended
trainings

377

Trainings held

\$368,719

Expense

Summary

The Learning and Impact Department offers learning opportunities for staff from EBAC and other organizations supporting youth and families to heal after experiencing trauma. Learning and Impact works to develop a highly qualified, trained, and supported workforce with the skills to successfully meet the needs of children, youth and families. Our trauma-informed and culturally responsive course offerings teach foundational principles and best practices, including TF-CBT, to support resiliency and recovery and address social justice issues necessary to address the systemic oppression experienced in our communities. Learning and Impact staff also manage EBAC’s work to collect and analyze data critical to understanding the scope and impact of our programs and services.

[Learn More](#)

AGENCY HIGHLIGHTS

- Incoming funds topped \$20 million for the first time
- Offered student debt repayment and retention bonuses for some behavioral health staff
- Named Bay Area Top Workplace for 8th time
- Implemented a new Electronic Health Record system to optimize utilization of data as a management tool
- Renewed our national accreditation from CARF International

ORGANIZATIONAL CLIMATE

EBAC Employee Survey Results

- 99%** I am proud to work here
- 95%** My co-workers treat one another with respect
- 92%** The staff here provide quality care
- 90%** At EBAC, employees appreciate others whose race/ethnicity and sexual orientation is different from their own

WAYS TO ENGAGE

Be an Investor in Children, Youth and Families

Partner with EBAC to invest in programs, services, and other supports that address the critical needs of children, youth and families in Alameda County.

Institutional funders – learn how EBAC can help meet your foundation’s impact goals.

Contact Cory at Cory.Ervin-Stewart@EBAC.org

Individual donors – learn how EBAC can help meet your personal philanthropic goals.

Contact Julie at JWest@EBAC.org

“I have been involved with EBAC for over 13 years because I truly believe their programs are foundational for the health of our community.”

– Monica Marcone, Donor and Auxiliary Member

Be a Volunteer

Explore volunteer leadership options as a member of EBAC’s Board of Directors or Auxiliary. Or volunteer your time supporting the kids and staff within a program.

Learn more at EBAC.org

“One person believing in these kids can go a long way.”

– Harold Jefferson, 30-year EBAC employee

Learn & Create Your Own Change

Pick an issue facing the children, youth and families served by EBAC’s programs, such as the childhood mental health crisis, educational barriers, lack of housing, barriers for refugees and immigrants, and poverty. Learn about the causes and solutions. Then commit to making change in your own life and within your own spheres of influence that works towards reducing racism, economic or educational inequities, and other barriers to well-being for those that are marginalized by today’s systems.

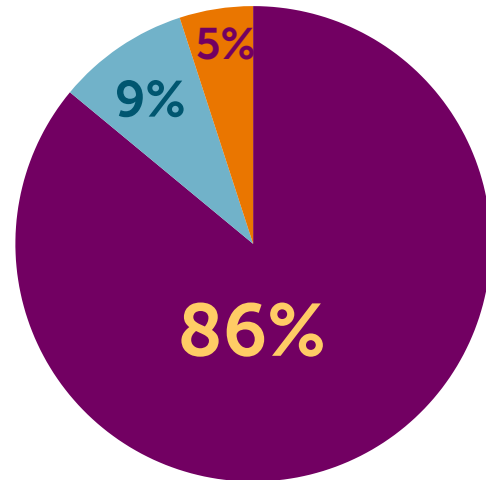
“The most cogent point of the training is the re-framing of the question from ‘What is wrong with you?’ to ‘What has happened to you?’ This was my first introduction to the language of trauma training. It was very valuable, and I will try to shift my perspective and practice what I learned today.”

– EBAC training participant

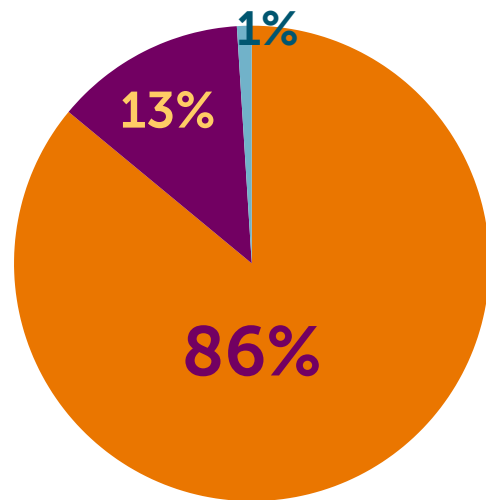
FINANCIALS

July 1, 2022 – June 30, 2023 Audited

Revenue	\$ 20,691,575
Government	\$ 17,749,871
Foundations, Contributions & Events	\$ 1,807,956
Program Fees and Other Income	\$ 1,133,748



Expenses	\$ 19,535,021
Program Services	\$ 16,782,054
Supporting Services	\$ 2,504,062
Fundraising	\$ 248,905



Five Year Revenue Trend

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
Fiscal Year 2022–2023	\$ 20,691,575



ADMINISTRATIVE OFFICE: 2828 Ford Street, Oakland, CA 94601
510-268-3770
LEARN MORE: EBAC.org
CONTACT US: Info@EBAC.org

MANAGEMENT AND VOLUNTEER LEADERSHIP

(As of 1/1/2024)

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

BOARD OF DIRECTORS

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