

family PATHWAYS



SHARING INNOVATIVE PATHWAYS WITH OUR FRIENDS AND SUPPORTERS | ANNUAL REPORT 2014



As we look back over the past year and look forward to the future, the key words from our mission statement: **respect**, **integrity**, **compassion**, and **hope** (RICH) continue to challenge and shape our organization. Our 42 years of service have been exciting and rewarding as we remain inspired to change paths of children and families throughout our Bay Area.

Family Paths reached a milestone this year as we exceeded a strategic goal, tripling the number of Spanish-speakers employed throughout the agency. As many non-profits struggle to attract and keep Spanish-speaking staff, Family Paths

proudly maintains a reputation in the professional community as an agency committed to employee training, development, and support. With the added hands, we are eager to provide more services to our Spanish-speaking clients, including our **Victims of Crime Trauma Treatment** services in Oakland and Hayward.

Family Paths also launched a new free program, **Yoga for Parents**, to promote the positive effects of yoga as a life-management tool. So many of our clients' daily lives are affected by the stress of poverty and limited resources. This program provides an opportunity for parents to pause, to gain self-understanding and ideally, increased personal insight, all common benefits of yoga practice. The goal is to further support each family, one yoga class at a time. By encouraging parents and caregivers to consciously slow down and breathe, they discover they are learning new skills which enhance their parental decision making abilities. Many also report feeling less stressed as a result of increased self-care.

I shared how our work expands opportunities to transform lives. By helping families break patterns of behavior that propagate generational poverty, violence, and substance abuse, their life trajectories are forever enhanced. As you read through our newsletter we invite you to engage in the stories of how we help our clients, their families, and the community.

Finally, we want these pages to inspire you to be a part of the life-changing work here at Family Paths by joining our **Leadership Circle**. As a member, your monthly donation will sustain the work of Family Paths and strengthen families throughout the Bay Area. ♥

Family Paths provided more than \$102,400 in pro bono services last year, as noted by Janet Van Huysse at the Women's Leadership Luncheon.



Women's Leadership Luncheon



Mary Brooks, Janet Van Huisse and Peter Brooks.



Kimberly Cohn, Joyce LaMar and Lorraine Allen.

The Third Annual Women's Leadership Luncheon

An affair to tweet home about! | Family Paths' **Third Annual Women's Leadership Luncheon** was held on September 25, 2014, at the City Club of San Francisco. Family Paths was honored to feature Twitter's **Janet Van Huisse**, head of leadership, diversity, and inclusion as keynote speaker. Janet's inspiring talk entitled **The Engaged Workplace: Impacting Home and Community from Hyperlocal to Global** held captive the enthusiastic crowd of more than 90 women (*and men!*) and grossed more than \$12,000 for Family Paths!

The event was generously sponsored by the **Raymond James Network for Women Advisors**. In her welcoming remarks, sponsor and Luncheon Committee Member, **Mary Brooks** of Raymond James, and CEO of Integrē Wealth Management, shared her respect and gratitude for Family Paths' work. She spoke of our collective responsibility to invest in our communities in myriad ways and at any level we can. Family Paths is grateful to our former Development Director, **Peter Brooks**, for introducing us to Mary and the generous women of Raymond James. Our sincerest thanks to all!

Themes of community support, giving back, and Family Paths' Vision of a safe home for every child echoed throughout the event. Our dynamic EmCee, **Donna Gianoulis**, kept the program flowing with her unique blend of humor and social-justice insights. Executive Director, **Marcella Reeves**, vividly depicted the life circumstances of a typical Family Paths client. She noted the impact of our programs that *change the life trajectories* of our clients, and also those of our supporters, board, and staff. In her announcement about the launching of the **Leadership Circle**, Family Paths' new, online,

monthly donation capability, Ms. Reeves spoke about the physical and emotional benefits of altruism for all involved. While introducing Family Paths staff and board members serving as ambassadors to the event, Ms. Reeves noted that by years' end, our management staff alone will have amassed a total of **177 years** of dedicated service to Family Paths, 22 of which are hers! Considering Family Paths' 42 years of service to Alameda County, it was an apt intro to the featured speaker and Twitter's accomplishments, which occur 140 characters at a time!

Janet shared a range of anecdotes, from Twitter's early days to more recent examples. Each illustrated how Twitter has become a revolutionary tool and has changed the way we talk about global politics, humanitarian causes, and acts of social justice. Twitter-produced videos and screen shots of actual tweets were shown highlighting Twitter's engaged workplace and its wide impact. Citing Twitter's commitment to both staff and hyperlocal community development, Janet shared recent projects including the company's move from their original, South-of-Market, San Francisco home base, to their ambitious Tenderloin/Mid-Market, current headquarters. Prior to that move, it was reported that Twitter staff had logged more than 500 hours of community service in their new neighborhood.

When Janet joined Twitter in 2009 as their vice president of human resources, the company had fewer than 100 employees and one San Francisco office. She spent the next four years advancing the company, building Twitter's human resources, and recruiting functions—while tending her own home life as a mother of three.

In four short years Twitter grew to more than 3,000 employees, in 18 different countries. This fall, Twitter was one of only three San Francisco companies to receive **Gold Level Status** by the **Healthy Mothers Coalition**, something of which Janet is proud. She credited smart devices with challenging standard models of employment, family, and managing work-life balance.

Concluding with a moving and relevant example of Twitter's impact on family life, Janet shared a tweet that went viral, and led to the reunion of a young woman with her birth mother. The girl had been adopted at birth without a trace of her origins. Six days after tweeting a photo and short story of her birthdate and place, the young woman was contacted by her biological mother.

Family Paths extends our heartfelt thanks to Janet Van Huisse and Twitter for an engaging, and enlightening luncheon. Stay tuned for the fourth in the series, fall 2015. Meanwhile, if you know a notable woman speaker who would be a great addition to the Family Paths' Women's Leadership Luncheon series, please contact **Kim** at kcohn@familypaths.org. ♥



Family Paths Women's Leadership Luncheon 2014.

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2013-2014 Annual Report

2014 CLIENT SURVEY FEEDBACK

■ YOUTH
■ ADULTS
■ PARENTS/CAREGIVERS

90%

"I was included in creating my treatment goals."

91%

"I enjoyed being a part of my treatment process and was connected to resources in my community when I needed them."

79%

"I am making progress..."

83%

"I have learned ways to help me calm down when upset and I have a better understanding of my feelings."

"I support Family Paths for helping me and my child in time of crisis and no place to turn to...I look forward to the day when I can be a financial supporter through donations."

"I am grateful for the services offered at Family Paths. They have certainly helped improve my quality of life. My foster child has made significant improvements in all aspects of his life as a direct result of Family Paths."

89%

"I am making progress on my therapy goals."

"My son's therapist has gone over and beyond the call of duty for him as well as me. He has given me hope and helped me to see the light at the end of the tunnel. It's still a long road ahead but with his support we (my family) can make it. I truly believe we made a connection with him. I trust his method."

"Please continue. FP services are truly helping my child."

87%

"I am better able to manage stress."

"Es un servicio muy bueno porque me ha ayudado a tener mas comprencion y comunicacion para con mis hijos."

Translation:

It is a very good service which has helped me have more understanding and (better) communication with my children.

2014 FINANCIAL OVERVIEW

SUPPORT AND REVENUE	
Public Support	\$4,887,564
Private Support	\$111,081
Contributed Services	\$226,461
Other	\$124,691
Total Support and Revenue	\$5,349,797

EXPENDITURES	
Program	\$5,045,640
Management and General	\$107,615
Fundraising	\$50,008
Total Expenditures	\$5,203,263

CHANGE IN NET ASSETS	
Change in Net Assets—Unrestricted	\$57,699
Temporarily Restricted: Unrealized gain due to market changes	\$88,835
Total Change in Net Assets	\$146,534



Recipient of a new backpack at Family Paths' Free Holiday Market, a collaboration with **Siemen's Healthcare Diagnostics** and **Holy Names University**.



Aeshah and Kokomon Clotley, Community Partners at **Attitudinal Healing Connection**.



Recipient of a new pair of shoes at Family Paths' **Free Holiday Market**, a collaboration with **Siemen's Healthcare Diagnostics** and **Holy Names University**.



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FP FREMONT Office Spotlight



Rotynia Adams-Payne, aSW

For more than 15 years, Family Paths' Fremont office continues to thrive! Although our third and smallest office may be lesser known in the North Bay, it remains a beacon to the Tri-Cities' community. This Family Paths satellite is nestled amongst the integrated services that comprise the Fremont Family Resource Center (FRC).

Family Paths was one of the founding agencies when FRC was first established in 1999. Today, it houses more than 25 offices, agencies, and supportive services under one large, comprehensive roof. **Judy Schwartz**, the administrator of the Fremont FRC with the City of Fremont's Human Services Department notes that FRC's integrated model blends public, private, government, and non-profit entities. "We work together in a collaborative structure to support and sustain multi-pronged services for families in the area."

Three Family Paths' long-time clinicians currently staff our Fremont office.

Rotynia Adams-Payne, ASW, **Phyllis Lorenz**, MFT, and **Lorna Sadusk**, MFT. Regardless of venue, be it office, school, or home-based, each provides innovative treatments, including Evidence-based and Trauma-Informed Best Practices i.e.: Eye Movement Desensitization and Reprocessing (EMDR) and Structural Sensory Interventions for Traumatized Children, Adults and Parents (SITCAP), a cognitive-based art program to name a few. We asked our clinicians to share what they love about their work and clients.

What gives you hope?

"What gives me hope, is when I work with a family that refuses to give up, even when things do not turn around for a very, very long time. My hope is their hope. The way I see the impact made by Family Paths, is based on the reception we get at the schools within the Tri-City area. School staff and principals are happy about the service we provide for their families." —**rotynia adams-payne, acsw**

"Since I primarily use somatic interventions (body and movement-based) in my work here at FP, what gives me hope is seeing the difference it makes for clients to learn ways to regulate their wildly erratic emotional states. I do use EMDR once a client has a wide enough *window of tolerance* to treat the effects of trauma. But I also use it to develop and enhance their resources to create a *safe place* etc." —**phyllis lorenz, mft**

"What gives me hope and how I know I'm making a difference is when parents make the time to meet with me in support of their child... or reschedule an appointment... I enjoy using SITCAP with both the children and parents when discussing traumas. The child at first will resist discussing trauma, but then after using the process of the SITCAP, I can see the child relax and begin to share more." —**lorna sadusk, mft**

Thank you Rotynia, Phyllis, and Lorna, for your great work in the Fremont community!



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Family paths is honored to be a selected beneficiary of East Bay Gives 2015. The 24-hour online fundraiser sponsored by the East Bay Community Foundation begins May 5, 2015.

Mission Statement

Family Paths strengthens family relationships by providing mental health treatment and supportive services with respect, integrity, compassion, and hope.

Family Support Services

The Parent Support Hotline is staffed 24 hours every day by professional and volunteer counselors to assist parents and caregivers with over-the-phone counseling, crisis intervention, assistance in finding community resources, and referrals to Family Paths' services.

For more information please call:

Parent Support Hotline (24 hours)

1 · 800 · 829 · 3777

Foster Parent Advice Line (24 Hours)

510 · 893 · 5444

WWW.FAMILYPATHS.ORG

For more information regarding the Leadership Circle please go to: www.familypaths.org