

2016

# Annual Report



# Youth Homes

WHERE HOPE LIVES AND GROWS



Youth Homes holds immense respect and gratitude for those who trust us to assist in caring for their children. We value all the partners in the community who help us do the work, whether it's through funding, the gift of time, or providing complementary services. It is a team effort and in this year's annual report, Youth Homes highlights the stakeholders that make the work possible and outcomes successful.

The truth is, we are who we are because of you: donors, volunteers, community partners, and employees. Each of these pillars of support play a critical role in helping Youth Homes to thrive. *Thank you all so very much; you are our circle of support.*

**STEPPING STONES  
WORKFORCE  
DEVELOPMENT**

Individualized hands-on assistance throughout the job search process, as well as coaching and soft skills training to increase job retention

**TRANSITION AGE  
YOUTH FULL SERVICE  
PARTNERSHIP  
(TAYFSP):**

Comprehensive, individualized mental health support services for young adults with severe mental health diagnoses and life stressors

**AFTERCARE**

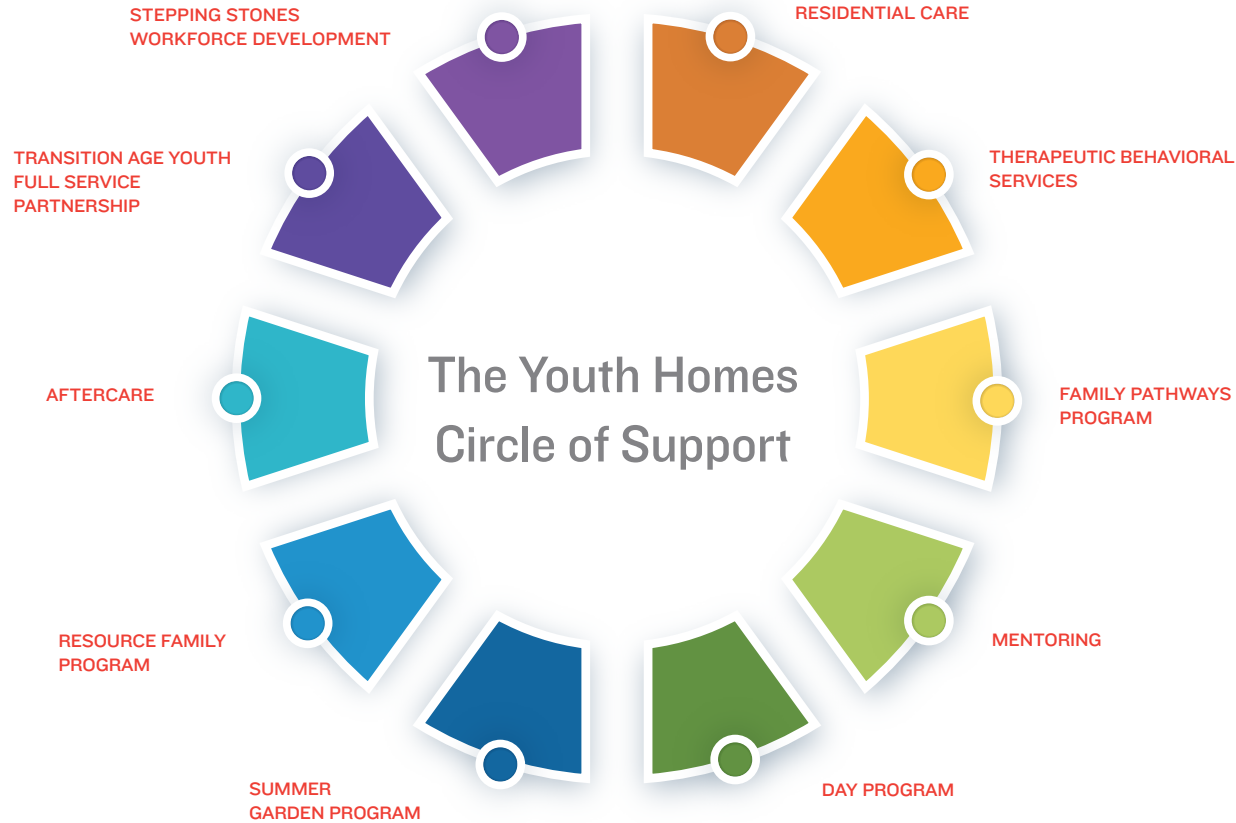
Comprehensive mental health services for emancipating Youth Homes' foster youth to assist them in becoming independent young adults

**RESOURCE FAMILY  
PROGRAM (formerly  
known as Foster Family  
Agency)**

Identify, recruit, and support kin and foster families who provide a therapeutic and safe home setting for children and teens

**SUMMER GARDEN  
PROGRAM**

Introduction to employment by working in our organic gardens and orchard



**RESIDENTIAL CARE**

Safe, consistent and structured home-like environment for traumatized youth

**THERAPEUTIC  
BEHAVIORAL  
SERVICES (TBS)**

One-to-one behavioral intervention to help children reduce dysfunctional or dangerous behaviors

**FAMILY PATHWAYS  
PROGRAM (formerly  
known as Katie A.)**

Intensive Care Coordination (ICC), Intensive Home-Based Services (IHBS), and mental health services to ensure youth and their families have a "voice and choice", and to create continuity of care as youth transition to permanent homes

**MENTORING**

Healthy adult connections to create opportunities for residents and TAY to learn the importance of education, work and healthy family relationships

**DAY PROGRAM**

Behaviorally supported learning environment for youth temporarily unable to be in traditional academic settings

## COMMUNITY SUPPORT

### THANK YOU!

*We gratefully recognize our donors who gave in the fiscal year 2016. Thank you for your generosity to the traumatized youth in our care. The following list reflects all gifts received between July 1, 2015 and June 30, 2016.*

Youth Homes also expresses our deepest gratitude to our Living Legends who are listed on page 17.

#### PRESIDENT'S CABINET

\$50,000 - \$74,999

Libby and Tom Edwards  
Victor Parachini  
Youth Homes Auxiliary

#### PRESIDENT'S COUNCIL

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Barbara Barron and Mark Hanna  
Patricia and Timothy McCreery  
Rudney Associates  
Joy Young

## FROM OUR CEO

Dear Friends,

This will be my last report to you as Chief Executive Officer of Youth Homes. I will retire at the end of December 2016 after 24 years of service. It has been my honor to be the CEO of this non-profit organization. Youth Homes is made up of an outstanding team of employees and volunteers. Together we steadily expanded our services and strived to stay abreast of the latest and most innovative treatment models, always specializing in the care of severely traumatized youth. As a result, our relationships with our County partners has never been stronger.

For the second year in a row, Youth Homes ranked among the Top 100 Workplaces by the Bay Area News Group. We finished fiscal year 15/16 in the black with an improved balance sheet for the 15th consecutive year. This year, in partnership with the Youth Homes Auxiliary and Alamo Women's Club, we granted scholarships to nine to transition age youth.

In keeping with our commitment to helping foster kids find a job and remain employed, we have expanded our administrative office to open a Resource Center, a vital component of the Stepping Stones Workforce Development Program. The Center provides employment, life, and social skills workshops and activities. Funded entirely through private donations, this program is central to assuring that transitional age youth launch into a healthy and productive adulthood.

Earlier this year, the Board of Directors formed a Succession Committee and employed the highly respected Morrison & Berger to launch a nation-wide search for my successor. I am very pleased to share that Ms. Candy Espino has been chosen to be our new Chief Executive Officer. Ms. Espino brings 10 years of community-based executive experience and leadership to our agency. Her background in child welfare programs is extensive and similarly to Youth Homes, emphasizes the importance of county-based mental health services and social management. We are fortunate that she will be leading our team.

I am ending my tenure here with great confidence in our future. We are well positioned to thrive under the State of California Continuum of Care Reform (CCR). Our employees are truly engaged in the work and prepared for this major change in legislation. I could not ask for a greater group of people to work with. To each and every one of you, our community partners, I send my deepest appreciation for all the years of your support and guidance. This past quarter of a century passed in a heartbeat. It has been so rewarding to work for you.

Sincerely,



Stuart McCullough, *Chief Executive Officer*

#### GUARDIAN ANGELS

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#### DINNER TABLE DONORS

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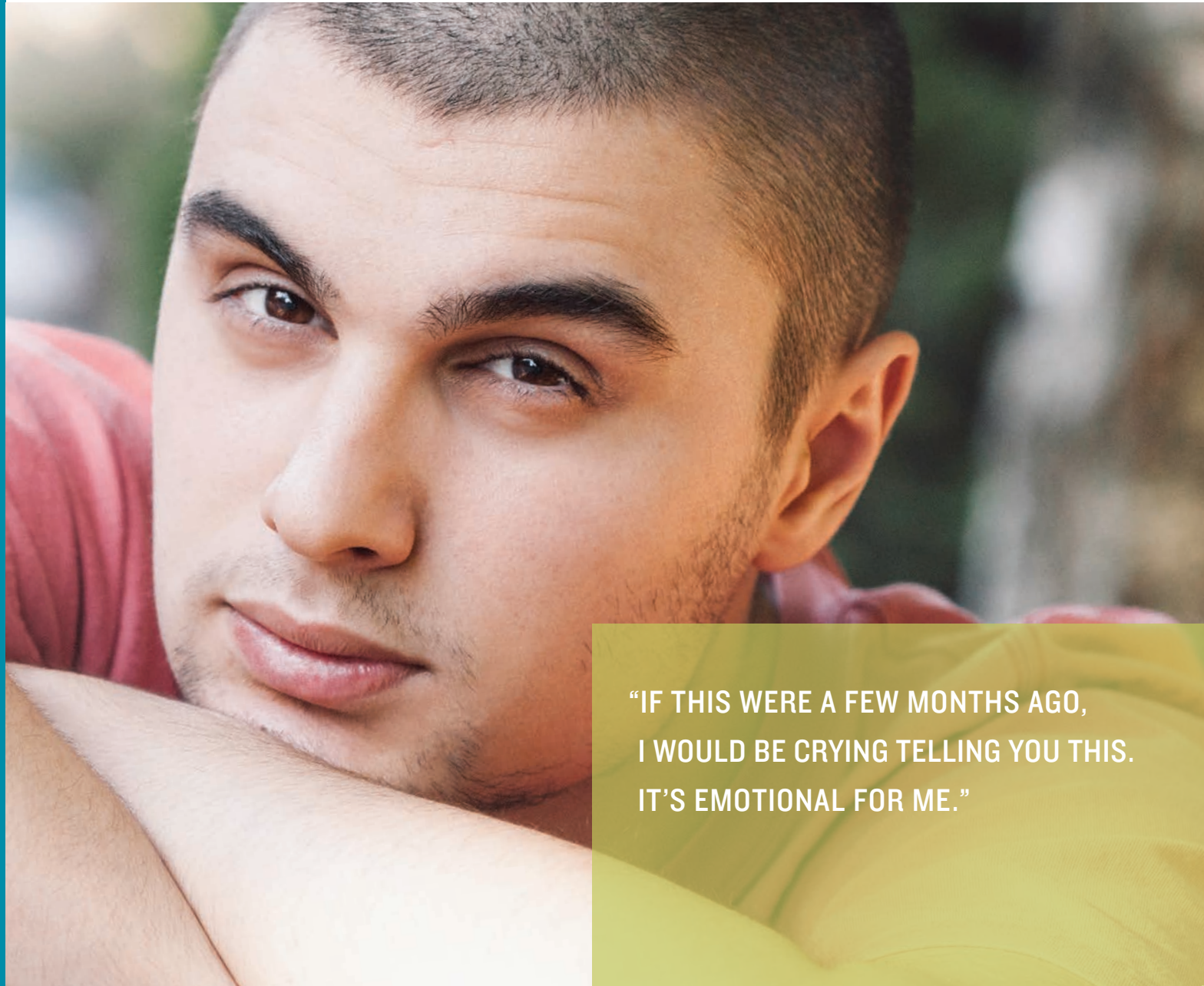
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Susan Alonso  
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# Dominic

YOUTH HOMES ALUMNUS



“IF THIS WERE A FEW MONTHS AGO,  
I WOULD BE CRYING TELLING YOU THIS.  
IT’S EMOTIONAL FOR ME.”

Dominic came to Cherry Lane at 17, after being removed from a home of drugs and violence. One afternoon, the Aftercare Supervisor took Dominic on a hike to discuss continuing in Aftercare, a program for former foster youth during their transition to adulthood. Still needing and wanting support during this milestone period, Dominic chose to enroll. Now, a 21-year-old alumnus of Youth Homes, Dominic is able to talk about his journey. Recently he told us, “If this were a few months ago, I’d be crying telling you this. It’s emotional for me.”

**W**hile in Aftercare and working on his therapeutic goals, Dominic proudly graduated from high school. He was connected with our Workforce Development Program and received help in identifying his long term goals, crafting his resume, and honing his interview skills. Dominic interviewed with a security company and got a job on the spot. He has been in the position for over two years!

Getting this job helped Dominic build confidence and recognize that he does not need to stay in unhealthy situations. He understood that he deserves to be respected and has self worth.

Dominic has also reconnected with his parents who are invested in mending their relationship. “My father wanted to show me that he was sorry. I didn’t want to see it. I just wanted him to say it.” This took some time, but Dominic did hear those meaningful words to help his healing process.

When asked what he would tell his 12 year old self, he said, “There’s a brighter future.” His words were followed by a long pause of silence and then, the tears started to fall.

#### DINNER TABLE DONORS CONTINUED

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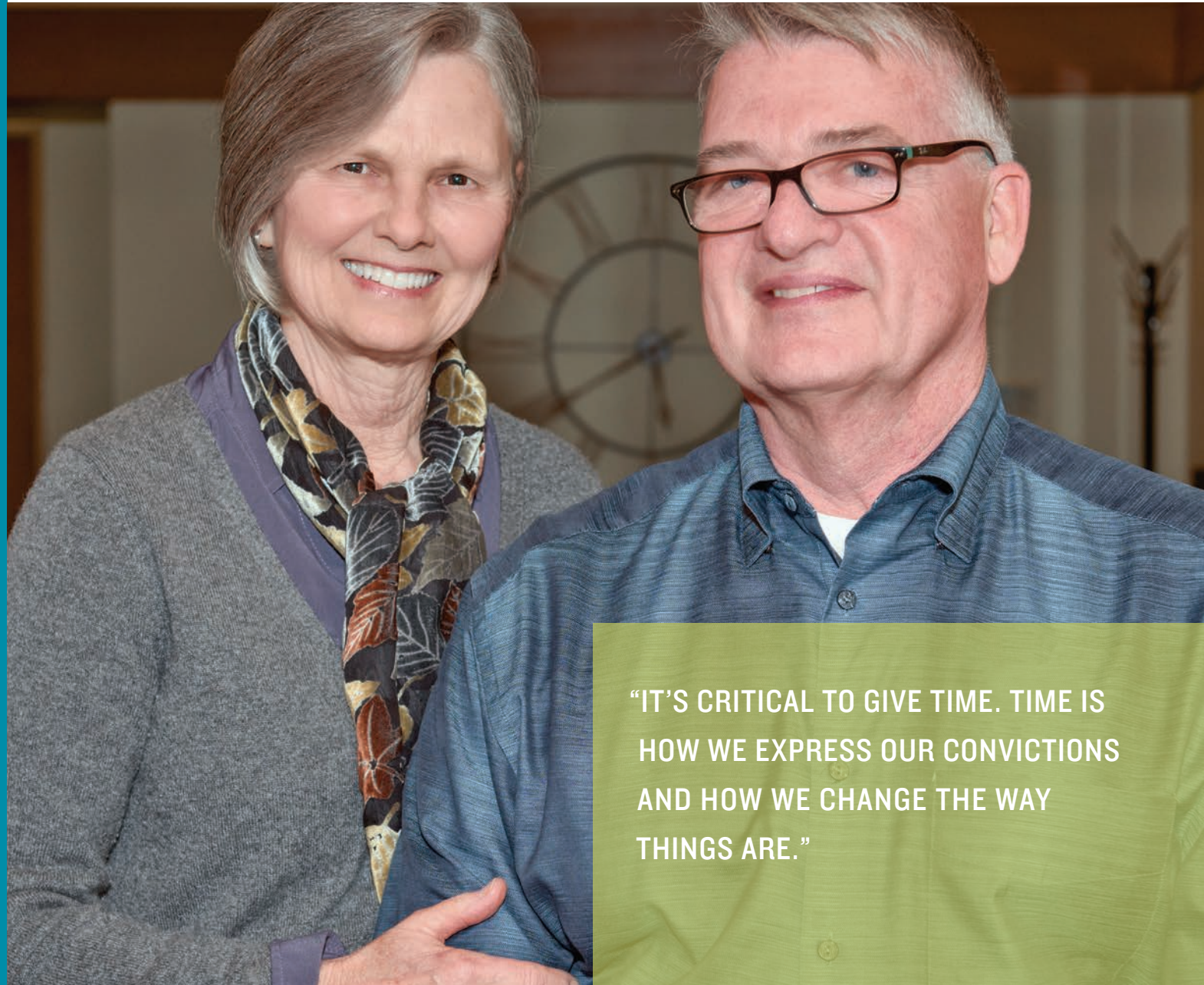
Jean Blankenship and Pat Peterson

Tom Blanks

Sandra and Jim Bonato

# Tim & Patty McCreery

DONORS



“IT’S CRITICAL TO GIVE TIME. TIME IS  
HOW WE EXPRESS OUR CONVICTIONS  
AND HOW WE CHANGE THE WAY  
THINGS ARE.”



Most of the funds to operate Youth Homes programs comes from government contracts with state and county agencies. These contracts outline specific services but do not always fund important complementary support activities. Private philanthropy gives Youth Homes the opportunity to try something new, something different, something more. “Donors enable the organization to find additional ways to help our clients, knowing it’s the best thing to do even if it’s not billable to the contract,” shares Tim McCreery.

**T**im and his wife, Patty, are loyal donors to Youth Homes. Their relationship with the agency began in earnest in 2000 when they created a more focused philanthropic agenda. After visiting a number of possible charitable organizations, Tim acknowledges that they decided to support Youth Homes because they were impressed with its focus and commitment to the welfare of the children. They believed in giving locally and believed in Youth Homes’ mission. In addition to their financial support, Tim also donates his time. “It’s critical to give time. Time is how we express our convictions and how we change the way things are.”

When asked why they continue to donate, Tim responded that children are our future and Youth Homes is serving a severely under-served population; many of the kids have no other support, nowhere else to turn. Their hopes for Youth Homes are that it keeps getting better, it continues to navigate the political budget obstacles, and ultimately helps break the cycle of abuse in families. With continued support from our friends, like Patty and Tim, Youth Homes will continue to innovate and find ways to empower children and families.

#### GOOD FRIENDS CONTINUED

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Donna Gerber  
Cindy and Lance Gershen

# Margie Darnes

EMPLOYEE



“LIFE IS NOT A PIECE OF CAKE. WE NEED TO PREPARE KIDS THAT THERE ARE GOING TO BE FAILURES. BUT IT’S HOW THEY OVERCOME THEM THAT WILL MAKE A DIFFERENCE.”

Working with traumatized youth is not easy. It takes a team of special people who see the strengths in children, meet the kids where they are, and patiently work with them to heal from past trauma. Through our recruitment and on-boarding process, Youth Homes focuses on finding talented employees who are committed to youth, passionate, hard working and human in their approach.

“T here is a sweet side to all the kids. It may be a while before you see it, but it’s there.”

Margie Darnes, one of our many loyal employees who are at the heart of the organization, shared about her work at Youth Homes.

Early in Margie’s career, she had a difficult time finding a job that “fit” her. She was young, energetic, and wanted to work with children. After moving around, she landed at Youth Homes as a Relief Counselor working overnight shifts. She moved up the ranks as a result of hard work and her skills, and became a Residential Supervisor of Pryor, our crisis assessment shelter.

Now at Cherry Lane, Margie works with youth approaching 18 years old and preparing to age out of the foster care system. It’s a “mold and push” balance. As they are getting ready to launch to independence, they need to learn to follow rules and how to handle anger in a positive manner. “Life is not a piece of cake. We need to prepare kids that there are going to be failures. But it’s how they overcome them that will make or break them.”

Now, 26 years after her first overnight shift, Margie has helped hundreds of children heal from trauma and begin to make their mark in the world. It’s fair to say that Margie found her fit!

#### GOOD FRIENDS CONTINUED

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Lisa and Alan Mac

# Stacy Wood

COUNTY SOCIAL WORKER



“YOUTH HOMES AFTERCARE IS ONE OF THE FEW COMPREHENSIVE PLACEMENT AND SUPPORT SERVICE PROGRAMS IN THE COUNTY THAT SERVES THIS POPULATION.”

“Youth Homes is a crucial umbrella program for Contra Costa County,” Stacy Wood stated without pause. “It’s one of the few comprehensive placement and support service programs in the County that serves this population. The satellite services, such as one on one support, combined with therapeutic and behavioral treatment, elevate Youth Homes as a necessity for our County’s families.”

Stacy Wood is no stranger to Youth Homes. She started her career in social services as a group home counselor for Youth Homes. Eventually Stacy became a child welfare worker for the county, where she has been for 19 years. Stacy works with transition age youth and believes “(Youth Homes) Aftercare is a huge saving grace – a vital component.”

The partnership with the County is mutually beneficial. Youth Homes receives referrals and funding from County contracts. In return, Youth Homes provides a quality array of care that fills a gap in service.

Stacy reflected on transition age youth who lose eligibility for County services. When this occurs, resources from the County are lost, but Youth Homes can stay involved with the young adult to prevent them from falling through the cracks. They have Youth Homes staff helping them maintain focus on meeting the requirements for eligibility to regain services.

Our relationship and collaboration with the County, and other community partners, matter to us. The communication and joint effort to help a child succeed makes the outcomes stronger. The whole is truly greater than the sum of its parts.

#### GOOD FRIENDS CONTINUED

Elly MacKay  
Randy MacKenzie  
Susanna and Adam Malatesta  
John Marsh  
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Marlene and Jonathan Sakol  
Antonio Sanchez

# June Krug

AUXILIARY



“YOU SEE THE FULL SPECTRUM OF EMOTIONS IN CHILDREN FROM SADNESS TO JOY. I WISH WE COULD SERVE MORE KIDS.”

“Worker bees! We are always looking for worker bees,” states June matter of factly when talking about the Youth Homes Auxiliary. Since the founding of Youth Homes, the Auxiliary has provided long-standing financial and volunteer support to enhance the programs for foster youth.

June Krug is a former school administrator who was recruited to join the Auxiliary when she retired in 2004. Because of the numerous initiatives the Auxiliary organizes, June easily found a role within the organization that allowed her to be creative and bring different points of view to the group. Through fundraising events, the Thrift Shop, granting scholarships, mentoring youth, supplying holiday gifts, delivering birthday cakes and celebrating with the kids, the Auxiliary members are committed and dedicated to supporting foster youth during their time at Youth Homes and as they transition into adulthood.

With a chuckle, June shares there are lots of meetings at Youth Homes. “But, it has provided me with an education and is stimulating. I feel like I am contributing to the success of the kids.”

The Auxiliary has provided countless hours of volunteer work and impacted thousands of children’s lives. Without this source of support for the last 51 years, Youth Homes would look very different.

“You see the full spectrum of emotions in children from sadness to joy. I wish we could serve more kids.” And with that, June encourages any worker bees to reach out and be a part of the team. “Try it, you’ll love it,” June promises!

#### GOOD FRIENDS CONTINUED

Kathy and Ferdinand Santos  
Kim Scala  
Ilene and Andrew Scharlach  
Shannon and Ryan Schlagenhauf  
Nancy and Craig Schlatter  
Al Schue  
Jody and Martin Schultz  
Jordan Schwartz and Brett Shipman  
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Jane Scott  
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Mary Suilmann and Rick Crispino  
John Taufer  
Fran and Stan Taylor  
Margaret and Mike Teeter  
Stephanie Temples  
Mary Terjeson  
Ann and Norman Thelwell  
Claudine Thomas

# FINANCIALS

Youth Homes finished the year with a modest gain in operating revenue. Our finances remained strong and balanced, the Endowment continues to grow, our partnership with Contra Costa County remains strong, our programs are expanding, and our client outcomes are positive.

In short, FY15/16 was another very successful year, in partnership with our community. The faithful year over year support from our private donors and volunteers is heartwarming.

## SUMMARY FINANCIAL REPORT ON OPERATIONS

	2016	2015
<b>Revenue</b>		
Program Income & Gov't Funds	\$ 6,982,634	\$ 6,235,144
Contributions (Net)	525,110	494,890
Special Event Revenue (Net)	111,786	134,485
In-Kind Donations	100,857	112,821
<i>Total Operating Revenue</i>	<u>\$ 7,720,387</u>	<u>\$ 6,977,340</u>
<b>Expenses</b>		
Programs	\$ 6,215,161	\$ 5,622,521
Administrative and General	996,428	979,033
Fundraising	272,590	250,347
<i>Total Operating Expenses</i>	<u>\$ 7,484,179</u>	<u>\$ 6,851,901</u>
<b>Non-Operating Items</b>		
Non-Operating Income	\$ 4,177	\$ (1,731)
Investment Related Income	(8,996)	12,637
Bequests	42,295	23,658
<i>Total Non-Operating Items</i>	<u>\$ 37,476</u>	<u>\$ 34,564</u>
<b>Net Surplus (Unrestricted)</b>	\$ 273,684	\$ 160,003
<b>Change in Temporary Restricted</b>	<u>\$ 18,086</u>	<u>\$ (30,381)</u>
<b>Change in Permanently Restricted</b>	<u>\$ 4,977</u>	<u>\$ (27,529)</u>
<b>Total Change in Net Assets</b>	<u><u>\$ 296,747</u></u>	<u><u>\$ 102,093</u></u>



**GOOD FRIENDS CONTINUED**

Janet and Ramsay Thomas  
 Cherly and Alan Thompson  
 Robert and Beth Thurlow  
 Pam and Bill Thurston  
 Tice Valley United Methodist Women  
 Felipe Toledo  
 Bettie Tomchalk  
 Barbara and Ed Tonningsen  
 Kathy and Cal Tucker  
 Mary and Jeffrey Turner  
 Joan Upshaw  
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 Misty Vannier  
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 Sandy and Allen Vinson  
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 Tiffany Walker  
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 Frances and Stephen Wallace  
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 Velather Weaver  
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 Evan Young  
 Denise Zetterbaum  
 Belynda Zobb  
 Ellen and Irving Zucker  
 Stri and Larry Zulch  
 Samantha and Josh Zupan

*Every effort has been made to ensure the accuracy of this listing. Please direct any questions or concerns to Leslie Harman, Fund Development Associate, at 925-949-5489 or [leslieb@youthhomes.org](mailto:leslieb@youthhomes.org).*

**DONATIONS MADE IN HONOR OF:**

Ann Appert  
 Taleesha Becker  
 Rick and Kathy Bowles  
 Elizabeth and Chris Chapple  
 Scott DeVenney  
 John Donatoni  
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 Emma Goldberg  
 Scott Hafner  
 June Krug  
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 Rose Spampinato  
 Anna-Rose Stebbins  
 Chuck Studebaker  
 Robin and Chuck Studebaker  
 Elaine Taylor  
 Oliver Mortimer Valz, S.C.  
 Merry West  
 Youth Homes' 50th Anniversary

**DONATIONS MADE IN MEMORY OF:**

Stacey Bellato  
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 Polly Barnes Coleman  
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 Judy Simkin  
 Mary Strawser  
 Dow Studebaker  
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**IN KIND GIFTS**

1Closet  
 2 A Good Cause, Inc.  
 21st Amendment Brewery  
 Sandra Abram  
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 Adventure Cat Sailing Charters  
 Align Health  
 Erika Altobelli and Dara Turetti  
 AMC  
 American River Bank  
 Aquarium Of The Bay  
 Ardenwood Historic Farm  
 Arthur Murray Dance Studio  
 Asian Art Museum  
 Aunt Mary's Café  
 Back 40 Texas BBQ  
 Rachel Balance

Cathy Barber  
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 Bay Area Discovery Museum  
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 Clarissa and Jim Bergmann  
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 Bette's Oceanview Diner  
 Mary Biasotti  
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 Blackhawk Auto Museum  
 Lisa Blake  
 Bloom Retreat  
 Blue Dog Events  
 Bonehead's Texas BBQ  
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 California Living  
 California Symphony  
 Courtney Carper  
 Cartograph  
 Center REPeritory Company  
 Elizabeth and Chris Chapple  
 Chateau Montelena  
 Sally Cohen  
 Steele Colby  
 Pat Collins  
 Concannon Vineyard  
 Contra Costa County Bar Juvenile Law  
 Corners Tavern  
 Costco  
 Country Waffles  
 Creek Monkey Tap House  
 Crooked Vine Stonyridge Winery  
 Natalia Cusick and Andy Robertson  
 Cytosport  
 Laurie Delaney & Gary Burkholder  
 Diablo Magazine  
 Diablo Rock Gym  
 Ritu and Evan Disick

# BOARD OF DIRECTORS

“It has been an honor to work with Youth Homes, an organization that highly values its dedicated staff, committed volunteers and strong community partners. A nationally accredited agency under strong fiscal management, Youth Homes is well-positioned to continue to be a leader in the care and support of foster children and transition age youth.”

— Kathy Bowles, *Board President*

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**Rich Weisgal, MA, MFT**  
*Program Director*

## IN KIND GIFTS CONTINUED

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Floralì  
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Guadalajara Grill  
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Hafner Vineyard  
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Havana  
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Ashley Herrell  
Hertz  
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Diane and Neil Kelly  
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Woodminster Summer Musicals  
Yofi Clothing  
Pamela Young  
Zachary's Chicago Pizza

## LIVING LEGENDS

*Living Legends are friends who have included Youth Homes in their will or estate plans. All gifts from our Living Legends Program are earmarked for the endowment. Youth Homes' endowment ensures long-term financial stability for the care of traumatized and former foster youth. A gift to the endowment fund will last in perpetuity and ensure that our youth get the care and opportunities they deserve.*

*Thank you to our members for their foresight and commitment to improve the lives of foster youth.*

## MEMBERS OF LIVING LEGENDS

Anonymous (4)  
Richard Bittner  
Kathy and Rick Bowles  
Peggy and Keith Fleming  
Edith Henchey  
Corinne Marks  
Lorna Martyn  
Barbara and Stuart McCullough  
Leslie and Gary Miller  
Valerie and Paul Ridgers  
Ivy Robinson  
Joanne Taylor  
Catherine (Tat) Welcome



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