



# FamilyPaths

Celebrating 50 Years!

## 2022 Annual Report

Dear Friends of Family Paths,

It is with great pride that we celebrate our 50-year journey strengthening families and preventing child abuse. Over the last year, we took time to look back and see our achievements, collective impact, and honor those who paved the way to where we are today. We had the pleasure to re-connect with our inspirational founder, Carol Johnston Davis, as well as former colleagues, interns, volunteers, and Board members to share memories and gratitude for the opportunity to do meaningful work in an organization where support is abundant, and relationships are valued.

I invite you to learn more about our journey implementing evidence-informed practices to support youth and parents to heal wounds, learn new skills and create stronger family connections. I hope you join in my excitement to see how our services continue to innovate and evolve to meet the changing needs in our community as we move forward into our next 50 years!



~ Barbra Silver, Executive Director

# OUR IMPACT



**480** clients served.

**89%** of our clients live in extremely low and very low income households.

As a result of our services...

**90%** are doing better at handling daily life.

**88%** have a better relationship with their child.

**100%** have a better understanding of their child's strengths.



**148 parents attended**  
our Positive Parenting & Fatherhood classes.

**97%**

- are more patient with their child.
- listen to their child differently.
- have used new forms of positive discipline.
- have a better understanding of their child's behavior.

**"It just makes me feel good knowing that someone is listening without judgment."**

Parenting Stress Helpline Caller

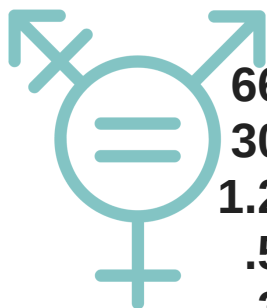
# WHO WE SERVED IN 2021-2022



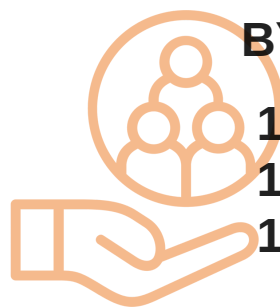
**43% Oakland**  
**14% Hayward**  
**9% Tri-City**  
**6% San Leandro**  
**20% Other Alameda County**  
**7.8% Outside Alameda County**  
**.2% Out of State**



**2% 0-7 years**  
**30% 8-21 years**  
**68% 22+ years**

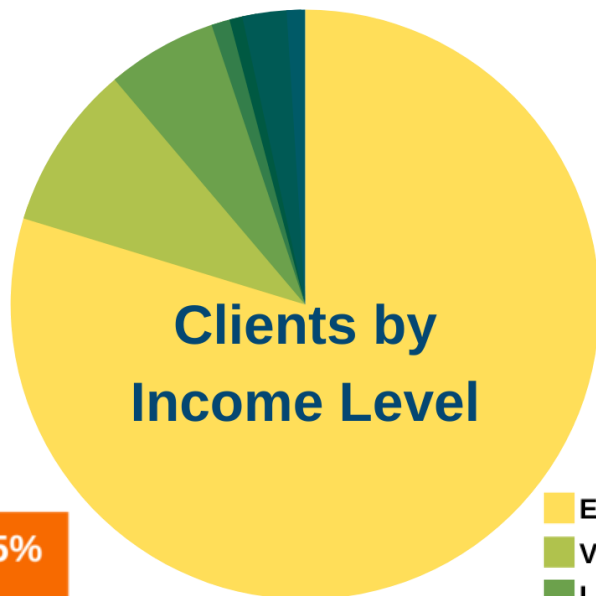
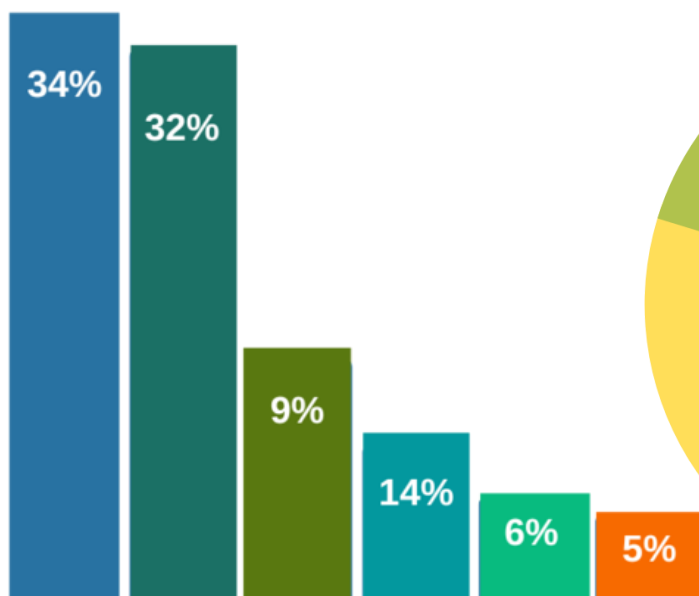


**66% Female**  
**30% Male**  
**1.2% Non-Binary**  
**.5% Transgender**  
**.3% Gender Non-Conforming**  
**.7% Other**  
**1.3% Declined to State**



## BY PROGRAM

**148 Parent Ed**  
**116 FIT/ECMH**  
**106 TIPS**  
**60 CalWORKs**  
**32 Head Start**  
**25 Yoga**



**Extremely Low 79%**  
**Very Low 9%**  
**Low 6%**  
**Median 1%**  
**Moderate .7%**  
**Above Moderate 2.4%**  
**Unknown 1%**

**Clients by Income Level**

# FAMILIES IN TRANSITION - FLEXIBLE AND MOBILE

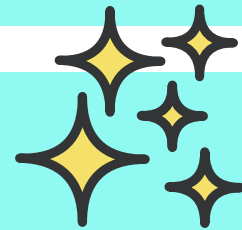
The Families in Transition program (FIT) was created in 1996 to provide flexible and intensive mental health and case management services to very low-income children/youth experiencing significant mental health symptoms and instability in their lives. Our clients are primarily African American and Latinx youth who live with the impacts of racism, poverty and other systemic inequalities that create high levels of daily stress. We visit them in the locations that work best for them - homes, schools, our offices or via telehealth. The unique nature of being in the community and working with caregivers, teachers, and others to best support the young person, creates a collaborative experience.

Through the years the FIT program has evolved— and has recently added a Family Partner and an Intake Coordinator to add extra support in connecting youth and parents to the help they need. Since the start of the COVID-19 pandemic, we have seen how children were directly affected by the sudden disruption of their daily routine, impairing their ability to have contact with friends, attend their schools, and experience a sense of normalcy in their own homes. This global phenomenon we now know had significant psychological ramifications including heightened levels of depression, anxiety, and traumatic disorders among children – all which continue to affect their sense of security, self-perception, and ability to thrive.

The program continues to innovate, recently adding an on-line group for adolescents ages 17-21 called Using Your Compass - Mapping Young Adulthood. We are seeing that by x, y, z – the youth are able to x, y, z and ....blah blah blah.



## CLIENT SUCCESS



Martha was referred to the FIT program for therapy because she was having frequent tantrums, crying bouts, and often screaming at friends and family and was at risk of being suspended at school. After completing a thorough assessment, her therapist realized Martha had a long history of trauma rooted in her exposure to domestic violence. The therapist developed a treatment plan that included individual therapy as well as meeting separately with Martha's mom to help her develop tools to support her daughter and address other immediate needs.

The flexibility in the FIT program allowed the therapist to provide case management support, finding community resources that could decrease financial stress so mom could address her own mental health issues. As mom gained greater understanding into the dynamic between her and Martha, she began to call our Parenting Stress Helpline for immediate support, and later started therapy in our TIPS program and joined our Finding Peace Within Group for mothers with trauma histories.

Meanwhile, Martha was meeting weekly with her therapist and used play and art interventions to develop tools to express her thoughts, feelings, and emotions. Over time, she began to gain confidence and optimism about her future and her angry symptoms began to decrease. Her mom was able to increase her own self-esteem and self-agency, and became much more responsive to Martha's needs, and better prepared to tackle the challenges ahead.

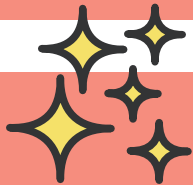
# PARENT EDUCATION CHANGES LIVES

Since our founding, the principle of supporting parents in order to prevent child abuse and strengthen families has been a cornerstone of our work. Our Positive Parenting curriculum was developed in the 1980's based on research on child development, temperament and effective communication to address the challenges that most parents face. Fundamental to it all is the belief that parents deserve support and knowledge, not judgement and blame, to be the parents they want to be. Lifechanging impacts continue to inspire us. (link to success)

Over time we have grown by integrating two additional curriculums into our portfolio – Abriendo Puertas/Opening Doors, an evidence-based series to promote kindergarten readiness; and Fatherhood & Co-parenting: Beyond Conflict, focused on the importance of fathers in their child's development and supporting healthy strategies for co-parents to work as a team.

Our Parenting services continue to expand. In 2023 we will implement the Nurturing Parents curriculum to help young parents with a history of probation involvement get the support they need to break cycles of violence and improve their child's chances for success. Together, our full portfolio of classes and workshops help parents learn and families thrive.

To learn more about our PE classes or to arrange for a tailored workshop, **click here**.



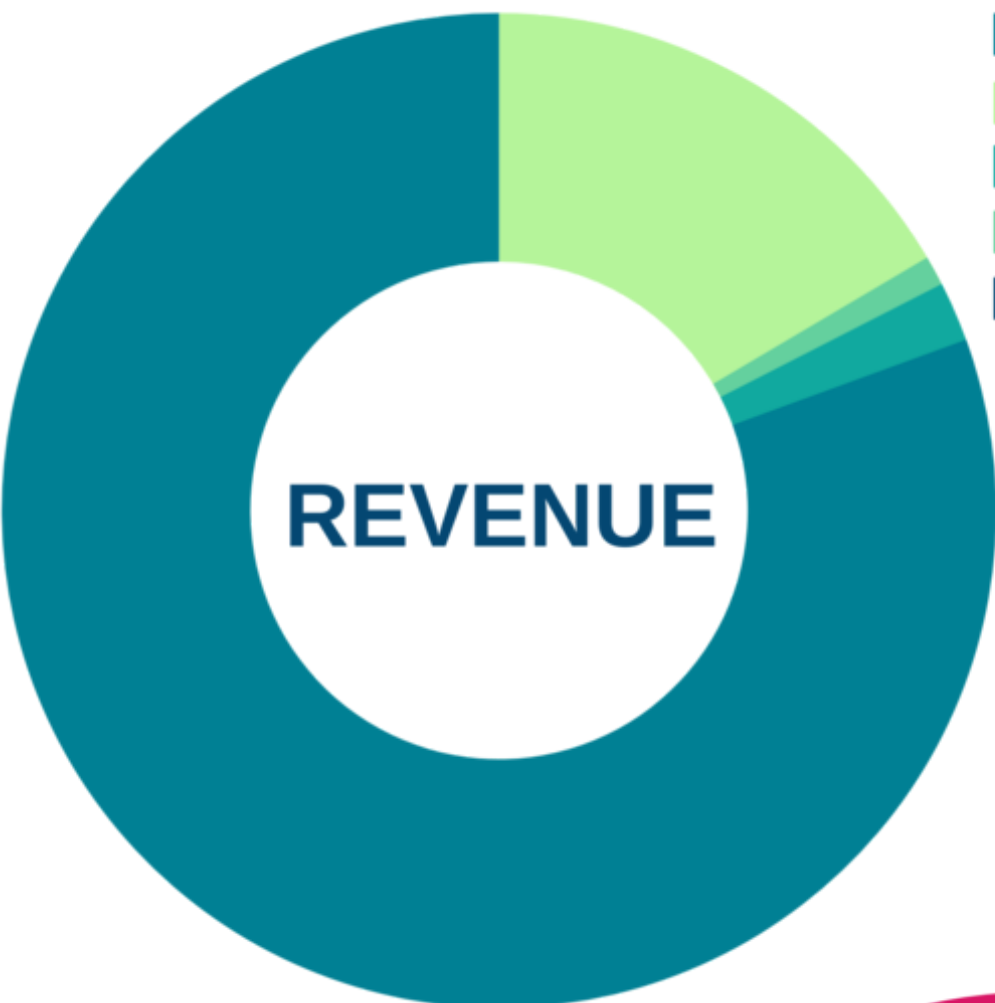
## CLIENT TESTIMONIALS

**These classes helped me to learn the tools I need to raise my daughter in a healthy way. These classes also help me to learn the importance of self-care. I need to take care of me so that I can take care of my daughter. Thanks again Family Paths. I think that all parents should take classes like these."**

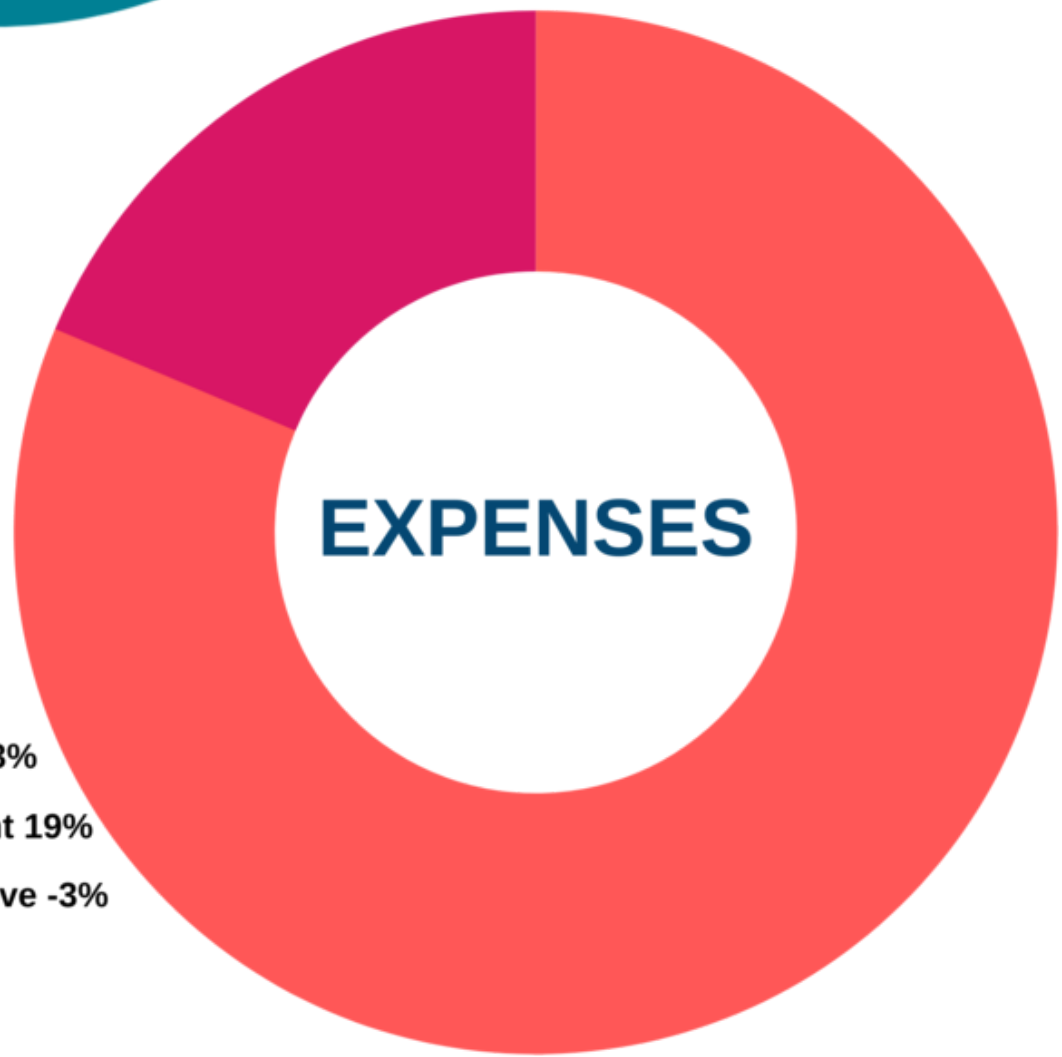
~ Positive Parenting series graduate

**"The content of the class helps me to better understand the co-parenting struggles and ways to help overcome the obstacles of continued negativity in the necessary parenting relationship with the other parent. This class helped me focus my energy on co-parenting towards a healthier dynamic with my kid's mom. I believe my kids, myself, and the other co-parent will benefit by my involvement in these workshops."**

~ Fatherhood & Co-Parenting series participant



- Programs 83%\*
  - Fundraising 17%
  - Contributed Services 2%
  - Admin/Building 1%
  - Charitable Remainder Trust -3%
- \*82% Government



- Programs 83%
- Development 19%
- Administrative -3%



## REVENUE & SUPPORT

Contracts	\$ 4,419,912
Programs	\$ 90,947
Grants	\$ 870,878
Donations & Fundraising	\$ 47,042
In-Kind Services	\$ 123,331
Building	\$ 38,317
Charitable Remainder Trust	\$(180,203)
<b>TOTAL REVENUE</b>	<b>\$5,410,224</b>

## EXPENSES

Salaries & Benefits	\$4,084,830
Operating Expenses	\$ 1,016,828
Building Operations	\$ 131,068
<b>TOTAL ORDINARY EXPENSES</b>	<b>\$ 5,232,726</b>
Change in Net Assets	\$ 177,498
Beginning of Year Net Assets	\$ 3,516,341
End of Year Net Assets	\$3,693,839

# THANK YOU TO OUR FUNDERS

Bernard E. and Alba Witkin Charitable  
Foundation

Birches Foundation, Inc.

Ruth Arnhold Endowment at the East Bay  
Community Foundation

Help for Children

In-N-Out Burger Foundation

June and Julian Foss Foundation

The Barrios Trust

The Lowell Berry Foundation

The Ruby Tuesdae and Patrick Ely Fund

Western Alliance Bank

Alameda County Behavioral Health Care

Alameda County Social Services Agency (CAPIT &  
CBCAP)

Chabot-Las Positas Community College District

City of Fremont

Oakland Fund for Children and Youth

Oakland Head Start

State of California Board of State and Community  
Corrections

# WE CELEBRATED 50 YEARS!

## 50th Anniversary Virtual Reunion

Early 2022 was spent reconnecting with former staff, Board members, clinical interns and volunteers from years past in anticipation of our virtual reunion event on September 8th. We had a great turnout on Zoom that included our founder Carol Johnston Davis and others from the earliest days when we were Parental Stress Service to some of our newest interns who were anxious to learn more about how Family Paths came to be. It was so exciting to see every decade in our history represented. It was a joy to see folks reconnecting after all these years, and hearing their remembrances from days past here at the agency.

We created the history video here as a way to put the founding of this agency into the context of 1972 Bay Area and the lack of national recognition of the need for child abuse prevention. Take a few minutes to watch the full video and get inspired by one woman's quest to keep children safe.



CLICK THIS VIDEO  
ICON TO WATCH THE  
FULL HISTORY VIDEO  
(9 MINS), INCLUDING  
MORE VIDEO CLIPS  
FROM YEARS PAST.

## What is a favorite memory from your time at Family Paths?

My first 5 minutes at Family Paths, sitting in the waiting room and feeling... this place feels really good!

Getting to honor the staff at all staff appreciation breakfasts - pancakes, music, laughter, dancing, hoola hooping, drumming - all of it!

I remember my Early Childhood Mental Health team with great fondness: chatting in the office, group supervision, going to lunch. We had such a supportive, fun team!

when i was deciding whether or not to accept the job, I was invited to attend an all staff meeting to get a feel for the agency.....I was sold, and 21 years later I am still here!

Every day hearing the heart-opening stories of the work with clients



# READY FOR THE NEXT 50!

## REACHING AND TEACHING *NURTURING PARENTS*

The future of our Parenting classes continue to grow. In 2023 we are excited to implement the Nurturing Parents curriculum to help young parents with a history of probation involvement get the support they need to break cycles of violence and improve their child's chances for success. Together, our full portfolio of classes and workshops help parents learn and families thrive. We offer:

- Positive Parenting
- Fatherhood & Co-Parenting: Beyond Conflict
- Abriendo Puertas/Opening Doors
- Voces de Papás
- Parenting Workshops for schools, community groups and organizations

To learn more about our Parent Education classes or to arrange for a tailored workshop, [click here](#).

## FAMILY PATHS ADVISORY COUNCIL LAUNCHES!

We are excited to announce FPAC, the latest iteration of our diversity, equity and inclusion staff participation forum. Since the start of the pandemic, we have been working with **Liberation Consulting** to help us re-design our committee structure for more inclusiveness and focus our DEI work through a trauma-informed systems lens. We created a workgroup to develop a direction forward with strong non-management involvement so voices across the organization would be heard.

### Mission Statement:

The Family Paths Advisory Council aims to create, nurture and sustain an inclusive culture, and advises the agency on Diversity, Equity, Inclusion and Trauma Informed Practice, in support of celebrating, valuing, and enhancing a culture of belonging that we strive for in the workplace and community.

### Purpose and Objectives:

- To continue engaging all staff in the process of moving Diversity, Equity and Inclusion (DEI) initiatives forward, with a Trauma Informed lens.
- To connect DEI to the agency's mission, values and objectives.
- To outline key DEI goals, prioritize actionable items and hold FP accountable to achieving them
- To advise on policies and practices that support equity and belonging for all employees.
- To evaluate the effectiveness of ongoing efforts and adapting as needed.

# THANK YOU TO ALL OUR SUPPORTERS,

## \$50,000 and Up

State of California Board of State and Community Corrections

## \$10,000 - \$49,999

The Barrios Trust  
Bernard E. and Alba Witkin Charitable Foundation  
Help for Children  
Ruth Arnhold Endowment at the East Bay Community Foundation  
Western Alliance Bank

## \$5,000 - \$9,999

Anonymous  
Andrew Haydel  
In-N-Out Burger Foundation  
June and Julian Foss Foundation

## \$1,000 - \$4,999

Don Atkinson-Adams  
The Lowell Berry Foundation  
Birches Foundation, Inc.  
Evangeline Brown  
Anne Dixon  
Heidi Giordano & Elena Ortiz  
Kim Hamilton  
Debbi and Shelly Sack  
Ruby Tuesdae and Patrick Ely Fund  
Rebecca Watters  
Martha Winnacker, JD  
Zaballos and Sons  
Melissa Zucker

## \$500 - \$999

Cynthia and Michael Attiyeh  
Reenie Bartolini  
Shay Black ^  
Elizabeth Bremer  
Katy Brown  
Angela and Mark Dant ^  
Holly Babe Faust  
Lyman Hollins  
Catherine and Everett Moran  
Lynette Pang and Michael Man  
Diana Paque  
Diana and Mitchell Shiver  
Ralph Sklar  
Dawn Sung

## \$250 - \$499

Karin Alvarado  
Zonia and Richard Banegas  
Marla J. Cohen  
Christine Cueto ^  
Kathy Davis ^  
Janina Fisher  
R. Jefferson Joseph  
Phyllis and Scott Lorenz ^  
Nancy Morosohk ^  
John and Mary Reaugh  
Kristi Schutjer and Al Mance  
Barbra Silver and Audrey Rosenberg

## \$100 - \$249

Steve and Lori Aultman  
Vincenza Baldino  
Natalia Banaszczyk  
Sarah Winnacker Beaudin  
Janet Beaty and Jack Long  
Sarah Brekke  
Ho Yin Cheh  
Sabrina Estell  
Lois Gray  
Ann Graybeal  
Erica Hilton  
Cole Kinney  
Christine LaBadie  
Vicki Anne Lant  
John Lockhart McCarthy and Kathryn Ann Barnhart  
Emily Loeb, PhD  
Mark Ludwig and Susan Ann Campodonico  
Kristin Mateer  
Susan O'Brien  
Lori Pham  
Chris Roberts ^  
Lucy Rudolph  
Jill Silver and Steve Echaves  
Susan Springborg and Gregory Martin

^ Donation received via donor's Facebook Fundraiser

Follow us on

socials





# INTERNS, VOLUNTEERS AND PARTNERS!

## Donors Continued

### \$50 - \$99

Lorraine Allen ^  
Tesser Call  
Cathy J. Chilcott  
James Corbin  
Bradley Davis  
Judy Kay Filippini  
Lida Aguero Grinfeld  
Mary and Steve Hicken  
Rachel A Jaffe-Powell  
Abbe Kalos  
Charlene Lambros  
Georgia Marino  
Bobbie Peyton  
Rose Schweig  
Jacqueline Smith-Ratliff ^  
Lesley Sternin  
Shelly Wally  
Khalid White

### Under \$50

Francesca Anastasi  
Gretchen Bringas  
Margaux Kramer  
Kanakano Ishikawa  
Kristan LeVietes  
Michelle Siculo

## Parent Advisory Group Volunteers

Ashley Acosta, Alexis Alexander, Hagerey Berhe, Danay Black, Torrence Black, Monique Blodgett, Laurie Costa, Craig Donovan, Dianna Farias, Camille Johnson, Phebe Kemp, Priscilla Lau, Domonique Linsey, Sophie Marshall, LeeAnna Mayoral, Maria Perez, David Rogers, Harold Scoggins, Gwen Scott, Stephanie Singleton, Silay Sombat, LaRonda Sullivan, Darren White, Sona Williams

## Community Partners

Abriendo Puertas/Opening Doors National Institute, Alameda Alliance Health, Alameda County Fathers Corps, Community Child Care Council (4Cs) of Alameda County, Community Health for Asian Americans (CHAA), Crisis Support Services of Alameda County, First 5 Alameda County, Greater Good Science Center, Jewish Family and Community Services East Bay, Lincoln Center, Oakland Head Start, Oakland Housing Authority, St. Vincent Day School, Through the Looking Glass, YMCA East Bay

## Clinical Interns

Annie Donghui Chen  
Cara Toomey  
Corina Seligman  
Ella Mamanta Davidson  
Lilah Kendall Valfer  
Yaneth Ulloa

## Volunteers

Johanna Abbinante\*  
Mariana Alvarado\*  
Michael Boykin\*  
Bekah Cohen\*  
Ella Mamanta Davidson\*  
Anne Dixon  
Lois Gray  
Rachel Harding\*  
Beth Hoch\*  
Ewa Maris\*  
Marcela Rojas\*  
Corina Seligman\*  
Cara Toomey\*  
Yaneth Ulloa\*  
Lilah Kendall Valfer\*  
Brian Walker

\*Parenting Stress Helpline volunteer

" [Family Paths]  
helps me to feel  
heard, seen, and  
that I'm not alone."

Caregiver Client

"I believe my kids, myself,  
and the other co-parent will  
benefit by my involvement in  
these workshops".

Fatherhood Program Graduate

**100%** of Caregiver clients have a better understanding of their child's strengths.

**90%** feel supported by their child's therapist.

**88%** have a better understanding of effective parenting strategies.

**75%** are better able to handle the challenges of parenting.

**90%** of our Adult clients are doing better at handling daily life.

**87%** have a better understanding of their feelings.

**100%** of our Youth clients have learned ways to calm down when they are upset, feel more supported by their parents/caregivers, and feel like their therapist understand and supports them.

## FEELING INSPIRED?

50 FOR  
50  
\$50K FOR 50 YEARS

Will you help us reach our fundraising goal of \$50,000 to commemorate our 50 years of serving children, parents and families in Alameda?

SCAN THIS CODE TO GIVE TODAY





Together  
we give &  
make a  
difference.

THANK YOU!



**\$5,000  
BOARD  
MATCH!**

**Our Board will match donations up to \$5,000. Double your donation before 12/31/22!**

## JOIN OUR BOARD

Use your passion about Family Paths' mission to support our organizational goals.

We are recruiting for representatives of BIPOC communities, fathers, those with expertise in finance, legal and other skills, and those excited to promote the work we do with friends and colleagues.

Join our current Board members in providing guidance and oversight to this agency we all love so much. Do you wish to serve or do you know someone who would be a great fit?

Click the LEARN MORE button and fill out our Interest Form.







510-893-9230  
[FamilyPaths.org](http://FamilyPaths.org)

MAIN OFFICE  
1727 Martin Luther King Jr. Way, Suite 109  
Oakland, CA 94612

HAYWARD OFFICE  
22320 Foothill Blvd., Suite 400  
Hayward, CA 94541

your struggle is part of the journey.  
you will get there.  
and we can help.

An illustration of a man and a woman. The man is on the left, wearing a blue shirt and a blue cap, looking at a smartphone. The woman is on the right, wearing a green shirt, looking at a smartphone. They are both holding their phones with both hands.

call our Parenting Stress Helpline 24/7  
**1-800-829-3777**

ON YOUR PARENTING JOURNEY, IT'S  
NORMAL TO FEEL SAD, STRESSED,  
CONFUSED, SCARED OR ANGRY.

TALK TO PEOPLE YOU TRUST, SUCH AS  
FRIENDS AND FAMILY, OR...

Three circular icons representing different emotions. The first is a yellow circle with a sad face (closed eyes, downturned mouth). The second is a yellow circle with a neutral face (open eyes, straight line for a mouth). The third is a red circle with an angry face (furrowed brows, downturned mouth).

TEXT OUR PARENTING STRESS TEXTLINE.  
OUR CARING COUNSELORS ARE HERE FOR YOU.

TEXT "FP" TO 61222  
5-9PM ON TUESDAYS, WEDNESDAY & THURSDAYS