



FAMILY &
CHILDREN SERVICES

THIS IS WHAT SAFE FEELS LIKE.



ANNUAL REPORT
2005 – 2006

Strengthening individuals. Strengthening families. Strengthening communities.

INTRODUCING OUR PRESIDENT & CEO JAMES J. WELSH



The Board of Directors and staff of Family & Children Services are pleased to introduce our President & CEO, Jim Welsh, MSW, effective November 2006.

Jim has devoted his career to supporting the self-sufficiency and emotional health of children and families. He was formally the executive director of Children's Resource Network in Holland, Michigan, where he successfully completed a merger with Child and Family Services of Western Michigan, and served as executive director of the merged organization.

Jim has a strong background in mental health, family support, and self-sufficiency services. He has a history of developing successful and innovative programs to meet community needs. An avid sailor, Jim looks forward to getting to know the waters of the Bay Area, as well as its communities.

Please join us in welcoming Jim and his family to Silicon Valley!

Please see reverse for information on Family & Children Services' programs and services.

A MESSAGE TO FRIENDS OF FAMILY & CHILDREN SERVICES



Tasneem Ismailji
Chair



Jon Kaplan
Interim President & CEO

Dear Friends,

Safety has been on all of our minds this year. News reports are filled with cases of violence or threats of danger in schools, on the streets, and in other public spaces we want to believe are safe. In this context of unease and anxiety, we are glad to be doing our part at Family & Children Services. Physical safety of self and others has always been our concern, whether through our domestic violence programs that make homes safer, counseling services that assist individuals working through suicidal feelings, or substance abuse treatment that supports adults working their way out of addiction.

Assisting individuals and families to become safer is the necessary first step in our mission to build strong, safe, and self-sufficient individuals, families, and communities.

Our work to prevent, stop, and treat family violence continues to see high rates of success. 95% of the graduates of the Positive Solutions program's child abuse treatment and domestic violence offender groups reported that their attitudes changed and they understand the effects of their actions.

“I grew up in a house where I saw my father use violence to control my mother and me. That was what I saw in my neighborhood. I adopted this behavior. Now, I know I do not need to control my girlfriend or rely on my physical strength [to have a good relationship]. I am working every day to be a better man.”

—A client of our violence prevention program, Positive Solutions

On a separate note, we were honored to have our Early Childhood Services (ECS) Program receive a national award from the Alliance for Children and Families for its innovative and effective approach to helping preschool age children who exhibit signs of abuse or emotional and behavioral disorders. Through ECS, our therapists worked last year simultaneously with 250 young children (0-5 years old), their parents, and their childcare providers. (Please see page 3 for more about ECS.)

We also added Sequoia High School in Redwood City to the list of schools in which we have a clinical counselor on-campus. At these schools, we provide students with a safe place to talk with a counselor, at no cost to them, about the challenges of adolescence and their concerns, including depression, suicidal thoughts, and family issues.

This Annual Report serves as an opportunity for us to publicly recognize each individual and organization that supported our 8,000 clients over the last year through an Associate or higher level of financial contribution to the agency. You are a partner in making our community stronger, safer, and more self-sufficient. On behalf of the Board of Directors and staff of Family & Children Services, we would like to thank each individual who contributed to our work last year through monetary donations of all sizes, gifts of needed items and supplies, and the precious sharing of time and talents as volunteers.

Before closing, on behalf of the Board and staff of Family & Children Services, we would like to thank Jeanne Labozetta for her leadership and her many contributions as President & CEO for thirteen years. We wish her continued success as she directs her skills and talents to help other nonprofit agencies in the community.

In partnership,

Tasneem Ismailji, M.D.
Chair, Board of Directors, FY 2005-2006

Jon Kaplan
Interim President & CEO
Member, Board of Directors

I FEEL SAFE WHEN...

“I did not want to go to school, so I stopped. I did not want kids to be mean to me anymore. She [the therapist] helped me feel more confident. I found a way to talk with the kids, and now we get along. I feel safe and happy at school now.”

—A 12 year-old girl



“I live in a neighborhood where things are tough. Lots of guys in gangs. Lots of poverty. I see what happens, and I don’t want to get involved. I want a future. I want a chance at my dreams. Talking with the counselor the agency has at my high school helped me come up with ways to avoid the violence and the pressure. I know to watch my back, but I also know I will make it out.”

– A 15-year-old teen

“I was so frustrated with my son, and I felt so guilty for it, although I did not see clearly enough then to know it was guilt. I just felt anger about being given a son who could not hear. I took it out on him. I blamed him for it. It made no sense, but that is what I did. I’m thankful my family learned about Family & Children Services. The idea that my son was not safe with me tears me up. That is not the father I want to be. I cannot erase the past, but I am proud to say we have a safe home now.”

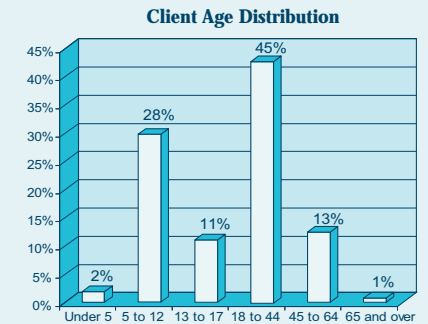
– The father of a boy who is Deaf

FY 2005–2006

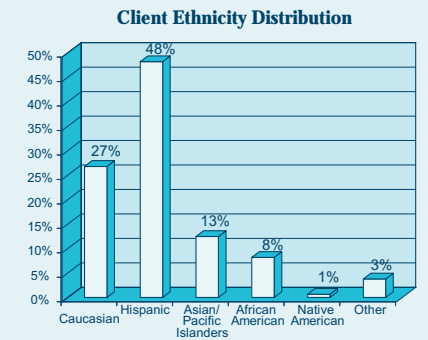
DEMOGRAPHICS

Our Clients: A Statistical Snapshot

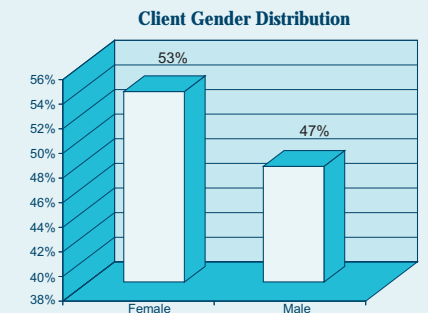
Age Groups	#
Under 5	141
5 to 12	2,254
13 to 17	867
18 to 44	3,598
45 to 64	1,006
65 and over	69
Not known	18
Total known	7,935
Total	7,953



Ethnicity	#
Caucasian	2,021
Hispanic	3,534
Asian/Pacific Islanders	947
African American	614
Native American	53
Other	249
Not Known	535
Total known	7,418
Total	7,953



Gender	#
Female	4,208
Male	3,731
Not Known	14
Total Known	7,939
Total	7,953



HELPING TO CREATE SAFETY



EARLY CHILDHOOD SERVICES: LOOKING AFTER THE EMOTIONAL HEALTH OF YOUNG CHILDREN

In the fall of 2005, the Alliance for Children and Families, the national consortium of agencies similar to Family & Children Services, presented our Early Childhood Services (ECS) Program with the Robert Rice Innovative Program Award. The program was selected because of its effective approach to reducing child abuse and neglect.

ECS is a collaboration between Family & Children Services and numerous childcare agencies in Santa Clara County. Family & Children Services' therapists are contracted to provide training to child care staff members, education to parents, and evaluation of children at more than 100 childcare centers. The agency's therapists watch for signs of potential abuse, neglect, trauma, and emotional health issues. Through early intervention, the program strives both to assist the children at the present time and to reduce obstacles to their future success and safety.

Support from corporations and foundations, including BEA Systems, The Health Trust, The Morris Stulsaft Foundation, and The Dudley Vehmeyer Brown Foundation, have made it possible for Family & Children Services to provide children and parents with needed mental health expertise and services at no cost to them.

During the 2005-2006 Fiscal Year, therapists served 254 children, 214 parents, and 167 child care providers. The families served are low-income and high-need.

Meet George

George had been attending the childcare center for only two weeks when the staff began to wonder if something was wrong. The three-year old continued to sit alone, and to resist the children's and staff members' attempts to engage him in play and activities. He seemed not to know how.

"My staff was worried that George had been abused," says the childcare center director. "It was one of those times when I am glad to be part of the Early Childhood Services Program. We feel it is very important to monitor the safety and emotional development of these children, many of whom come from high-need families, and ECS allows us to do this."

A therapist from Family & Children Services observed George's behavior in the classroom and met with him. She noticed that he did not seem to respond emotionally to anything that he saw, heard, or experienced. She brought in the agency's child psychiatrist for further evaluation.

This visit, like the therapist's assessment, was at no cost to the family.

The psychiatrist diagnosed George with attachment disorder. George had been passed from family member to family member due to his mother's problems with substance abuse and an absent father. He had not had a consistent caregiver with whom to develop an attachment, and some of his care had bordered on neglect.

His grandmother had recently moved back to the area and committed to raising him, providing him with the promise of a stable home for the first time. "I had been concerned about him, but I did not know what to do or where to go," she says.

"I am so grateful for this program."

—George's grandmother

The therapist implemented a treatment plan she developed in collaboration with the psychiatrist that included home visits and continued observation of George's progress. At the center, she trained the staff on attachment disorder and potential warning signs, so they can better support George and other children who walk through their doors.

AT A GLANCE

Founded: 1948

Employees: 100 full- and part-time

Clients served: 8,000 annually

Counties served: San Mateo and Santa Clara

Locations: 3 offices (Palo Alto, San Jose, & Campbell) and more than 100 community-based locations, including childcare centers, schools, health clinics, community centers, and workplaces.

Last year . . .

- 742 clients completed substance abuse treatment, with an overall success rate of 87%
- 1,214 children, teens, and adults received counseling, with 84% reporting improvement
- 93 youth who aged out of foster care or were emancipated participated in the Independent Living Program. 93% of the youth reported improved independent living skills.
- 1,676 children and youth received counseling, at no cost to their families, through our school-based services.

STATEMENT OF FINANCIAL ACTIVITIES

July 1, 2005 – June 30, 2006

Audited financial statements are available upon request.

SUPPORT

Contributions <i>(Includes donations from individuals and corporations)</i>	\$620,048
Donated Services and Equipment	\$237,922
Foundation Grants	\$212,000
United Way	\$155,639
Special Events	\$217,789
TOTAL	<u>\$1,443,398</u>

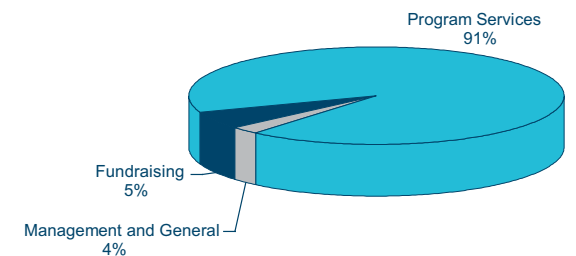
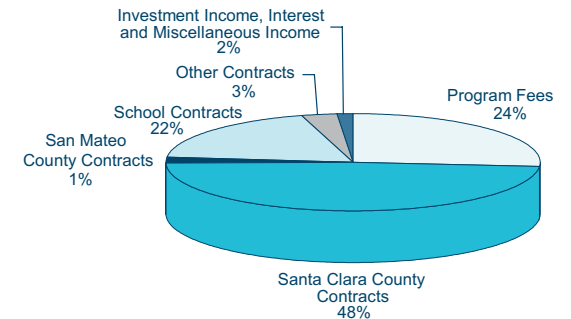
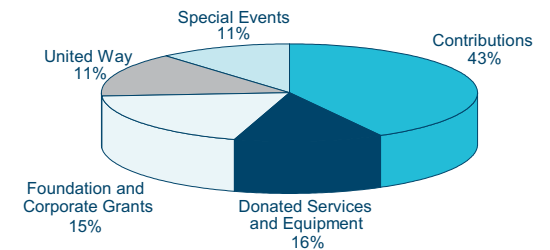
REVENUE

Program Fees	\$923,334
Santa Clara County Contracts	\$1,828,687
San Mateo County Contracts	\$34,120
School Contracts	\$859,989
Other Contracts	\$122,045
Investment Income, Interest, and Miscellaneous Income	\$63,526
TOTAL	<u>\$3,831,701</u>

TOTAL SUPPORT AND REVENUE \$5,275,099

EXPENSES

Program Services	\$4,803,943
Management and General Fundraising	\$231,107
	\$289,312
TOTAL EXPENSES	<u>\$5,324,362</u>



HELPING TO CREATE SAFETY



COUNSELING: ASSISTING INDIVIDUALS THROUGH CHANGE

Children, teens, adults, and families come to Family & Children Services' counseling services with all kinds of concerns and problems. Some clients need only a few sessions to resolve what troubles them; others need longer-term support. We strive to make it possible for clients to get all the help they need by offering culturally-appropriate services on a sliding scale and in several languages.

This year, therapists observed a rise in the number of clients citing depression and suicidal feelings as their reasons for seeking counseling. For clients who need longer-term care than their insurance provides, donations from individuals enable us to offer services on a sliding fee scale based on financial need. Valle Monte League, Inc., the Peninsula Ball Committee, and the Circle of Support Committee also raise essential funds to support our counseling services.

During the last year, more than 1,200 children, teens, and adults received counseling services.

In addition to general counseling services, we provide specialized services for individuals living with HIV/AIDS, the Gay and Lesbian community (especially youth), monolingual South East Asian residents, and the Deaf and Hard of Hearing community. We are the only agency in Santa Clara County providing mental health counseling in American Sign Language.

Meet Catherine and Mattie

Catherine came to our Palo Alto office through a referral from her daughter Mattie's school. Mattie's moods and behavior had undergone a dramatic change, and Catherine and Mattie's tenth grade teachers were concerned. A social and outgoing girl, Mattie had become withdrawn and shy. She had also begun to confuse her dreams with reality. When Mattie's P.E. teacher found Mattie banging her head against the gym wall hard enough to draw blood, Catherine, terrified by what was happening, called the number the school gave her and made an urgent appointment at Family & Children Services for Mattie.

Our therapist made a preliminary diagnosis of schizophrenia that was verified by our staff child psychiatrist. Catherine, frightened by the diagnosis, unsure of how to act toward her daughter, and feeling like her world had been turned upside-down, began seeing a different therapist at the agency, as well.

Through weekly sessions, Catherine learned coping skills, asked a lot of questions about what to expect and how to help her daughter, and appreciated having a safe place to cry and express herself. During therapy, feelings arose from her husband's death ten years before. Her therapist assisted Catherine through the delayed process of grieving, something Catherine, as a newly single mother, had not been able to do at the time of his death.

"Now I feel safe and strong enough not to need weekly therapy appointments," says Catherine. "Throughout this difficult time it has been such a help for my daughter and me to receive services in the same place. I doubt I would have had the energy or found the time to seek out the help I needed. Being able to see a therapist where my daughter was being treated made it simple."

Mattie continues to receive services at Family & Children Services. Her therapist believes the teen's positive attitude and belief that it will not prevent her from living the life she wants are good indicators for her future.

I FEEL SAFE WHEN...

“I didn’t realize how out of control my anger had gotten until I lost it at my son’s soccer game. I knew I could have a short fuse, but I thought it was reasonable. That morning, my son, with fear in his eyes and a trembling voice, told me he did not want me to come to his games anymore. Then he ran off to get a ride home with his friend’s dad, afraid I would hurt him or yell at him. I realized I needed help. I found the Anger Management & Accountability Group at Family & Children Services, and it has profoundly changed how I interact with others and my family. I am taking responsibility for my choices, and I am making better ones. One day I hope to regain my son’s trust.”

– A father

“Two of my staff were engaged in a dispute that continued to escalate. It was making everyone else in the office nervous and affecting their work. We all wondered when one of them would blow. I called the Employee Assistance Program, and a counselor from Family & Children Services came to the office. As a neutral, third-party, he was able to speak with the two staff and mediate their dispute. I was so thankful to have his expertise. Making sure I provide my staff with a safe work environment is important to me.”

– A small business owner

POSITIVE SOLUTIONS



BUILDING HEALTHY RELATIONSHIPS AND REDUCING FAMILY VIOLENCE

Positive Solutions Makes Homes and Relationships Safer

When more than 90% of participants say that a program has improved their lives, the program must be doing many things right. Family & Children Services’ Positive Solutions program is engaged in the challenging work of changing behavior and attitudes, and, according to participant surveys, it succeeds.

Last year, 564 men and women attended our 52-week domestic violence offender groups, and 96% reported that their relationships and communication skills had improved. We offer groups in English, Spanish, Vietnamese, and American Sign Language. Along with the Child Abuse Treatment and Parenting Without Violence programs, which had 255 parents participate last year, these groups keep the agency’s conference rooms in constant use.

The Positive Solutions program reflects Family & Children Services’ commitment to addressing issues from the roots. By treating those who commit acts of family violence, we seek to end the cycle of violence and make homes and communities safer now and in the future.

“I treated my son the way my mother treated me growing up. Yelling and smacking was the ‘parenting’ I knew. The court ordered me to complete a 16-week Parenting Without Violence group. I wasn’t happy to spend 16 weeks going to classes, but pretty soon, I was looking forward to them. I felt like what I was learning was going to make me a better mom and even make parenting easier by teaching me how to talk with my kids. Now my kids live in a safer home than I did growing up and I’m glad they have that,” said a mother who completed Parenting Without Violence.

IN APPRECIATION

DONORS FY 2005–2006

The Board of Directors and staff of Family & Children Services extend their gratitude and appreciation to each of the generous donors who invested in our programs and services between July 1, 2005 and June 30, 2006. Without the support of our community through financial and in-kind gifts, we would not be able to serve those in need.

Below we are pleased to recognize donors of \$100 or more. We value gifts of all sizes and the community commitment that they represent. We regret the omission or incorrect listing of any names.

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\$100,000 and above
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United Way Silicon Valley
Valle Monte League Inc.

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“Because of our small size, the Dudley Vehmeyer Brown Foundation does not accept unsolicited proposals. We have chosen to work with an invited group of organizations who provide services to children in need. Family & Children Services is one of those organizations. We are impressed with the quality of the ECS [Early Childhood Services] program, which we help fund. We are also pleased to support an organization that shows such compassion and dedication in working with its youngest clients.”

— Sanda Jo Spiegel, Ph.D., President, Board of Directors, Dudley Vehmeyer Brown Foundation



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Save Mart Supermarkets
Sign2Me/Northlight
Communications
Starbucks
SUBWAY

Superior Outlet Center
Terry Hines & Associates
Evette Ybarra
Robert & Linda Ybarra
Joe Yoo

IN HONOR

Gift in honor of
Susan Bockus by:
Ms. Carol Olson
Gift in honor of
the Circle of Support
Committee by:
Ms. Mona Armistead
Gift in honor of
Carrie Drake by:
Ms. Mary Johnson
Gift in honor of
Barbara Glynn by:
Carolyn Reller
Gift in honor of
Cynthia Fry Gunn by:
Mr. and Mrs.
Robert Emery
Ms. Mary Powell
Mr. and Mrs. Gary Rebak
Gift in honor of
Karen McMichael by:
Mr. and Mrs. R.J. Whaley
Gift in honor of
Margie Madding by:
Mr. and Mrs.
Andrew Rachleff

IN MEMORIAM

Gift in memory of
Antoinette Broyles by:
Madge M. Jenkins
Gift in memory of
Susan White Dove by:
Dr. and Mrs.
Cornelius Olcott IV

VOLUNTEERS

CONTRIBUTE TO SAFETY



Cynthia Fry Gunn
accepts her award



Event Chair Pat Gregory with
Dr. Robert Sapolsky

Volunteers who give of their time, energy, expertise, and talents extend Family & Children Services capacity to serve children, teens, and adults.

We appreciate each individual who volunteers at our events, helps with Independent Living Program activities, provides translation services, serves on our Board of Directors, Advisory Board, and committees, and supports our mission in myriad ways.

We also thank and acknowledge the three organizations whose outstanding events raised essential funds for our programs and services in the 2005-2006 Fiscal Year:

Circle of Support

In May, the Circle of Support Committee, chaired by Pat Gregory, presented its Third Annual Breakfast. The event reached new, exciting heights: close to 400 guests attended and the committee far exceeded its fundraising goal!

Cynthia Fry Gunn received an award for her philanthropic leadership and her dedicated contributions to Family & Children Services as a donor and a member of the Advisory Board.

Guests were entertained and informed by keynote speaker Dr. Robert Sapolsky, MacArthur “Genius” Fellow, author, and Stanford University professor. Dr. Sapolsky shared what we can learn from zebras and other animals to help us to better manage stress and to understand the effects of stress on our bodies.

To learn about events and volunteer opportunities,
call 650-326-6576 or visit www.fcservices.org.



The 2006 Debutantes



Board Members Lynette Mandal,
Christine Curry, and Tasneem Ismailji
at Christmas Tree Elegance

Peninsula Ball

June 17th was a magical and memorable night for 38 debutantes and their families as they became part of the Peninsula Ball's 46-year-old tradition. This year's event was chaired by Sue Davison and Anne Englert and coordinated by a dedicated committee of women.

As in past years, Family & Children Services' clients enjoyed beautiful Easter baskets prepared by the debutantes as part of their philanthropic activities. Funds raised by the ball support programs and services for clients on the Peninsula.

Valle Monte League

The women of Valle Monte League outdo themselves year after year with their annual Christmas Tree Elegance event. Family & Children Services is honored to have been a partner with Valle Monte League for 51 years.

Valle Monte League's sell-out, week-long celebration featured teas, fashion shows, a children's party, a ball, and beautifully decorated trees. The event proceeds fund program services for thousands of Family & Children Services' clients. The 38th annual event was chaired by Cathy De Maria. We also congratulate then-President Lisa Blickenstaff.

HELP US BUILD SAFETY



“Only when all contribute their firewood can they build up a strong fire.”

—Chinese Proverb

Our programs and services are made possible through the support of individuals, businesses, foundations, and organizations. Gifts of all sizes help us help more clients.

We invite you to join with us to build strong, safe, and self-sufficient individuals, families, and communities. Your gift will be put to good use and will enable us to increase our services to those in need.

WAYS TO HELP:

- Make a financial donation by check or credit card or online (www.fcservices.org).
- Build a legacy with a gift to the Endowment Fund. Gifts may be made in the form of cash, stocks, or planned gifts.

- Donate an item from our Wish List. Give us a call or check our web site for current program and client needs.
- Volunteer your time and talents on a Board or event committee.
- Invite us to speak. We welcome opportunities to share news about our work and trends in community needs with service, professional, philanthropic, and community organizations, or at workplaces.
- Recommend us to a friend. We all know the power of a personal recommendation.

For more information, please call the Development Office at 650-326-6576, or visit us online at www.fcservices.org.

BOARD OF DIRECTORS & ADVISORY BOARD

FY 2005-2006

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Tasneem Ismailji, MD
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Christine Curry
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Treasurer

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Sharon Nelson-Barber, EdD
Stephen Player
Lawrence M. Schwab

ABOUT

FAMILY & CHILDREN SERVICES

Family & Children Services builds strong, safe, and self-sufficient individuals, families, and communities.

Our programs are:

- **Accessible**
- **Comprehensive & Integrated**
- **Innovative & Leading-Edge**
- **Targeted**

Our Programs & Services

Counseling Services

D.E.A.F. (Dealing Effectively with Abuse in Families –
for families with children who are Deaf or Hard of Hearing)

Early Childhood Services

Employee Assistance Program

Families & Schools Together (FAST)

Gay and Lesbian Counseling Services

Independent Living Program - for youth exiting foster care

Mental Health Services for Individuals Living with AIDS/HIV

Mental Health Services for Clients with Medi-Cal

Positive Solutions - violence prevention, intervention,
and treatment

Psychiatric Services

School-based Mental Health Services

South East Asian Program

Speakers Bureau & Professional Training

Substance Abuse Treatment

Ways to Work Family Loan Program

For more information:

Palo Alto 650-326-6576

San Jose 408-292-9353

Campbell 408-374-9220

www.fcservices.org



**FAMILY &
CHILDREN SERVICES**

**FAMILY & CHILDREN SERVICES
LOCATIONS**

Palo Alto

375 Cambridge Avenue
Palo Alto, CA 94306
(650) 326-6576

San Jose

950 West Julian Street
San Jose, CA 95126
(408) 292-9353

Campbell

One West Campbell Avenue
Campbell, CA 95008
(408) 374-9220

Family & Children Services
provides services at more than
100 community-based locations,
including schools, childcare
centers, corporations, and clinics.

Online

www.fcservices.org

Our mission is to build strong,
safe, and self-sufficient
individuals, families, and
communities.

Nonprofit Organization
U.S. Postage
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Palo Alto, CA
