2018 Annual Report

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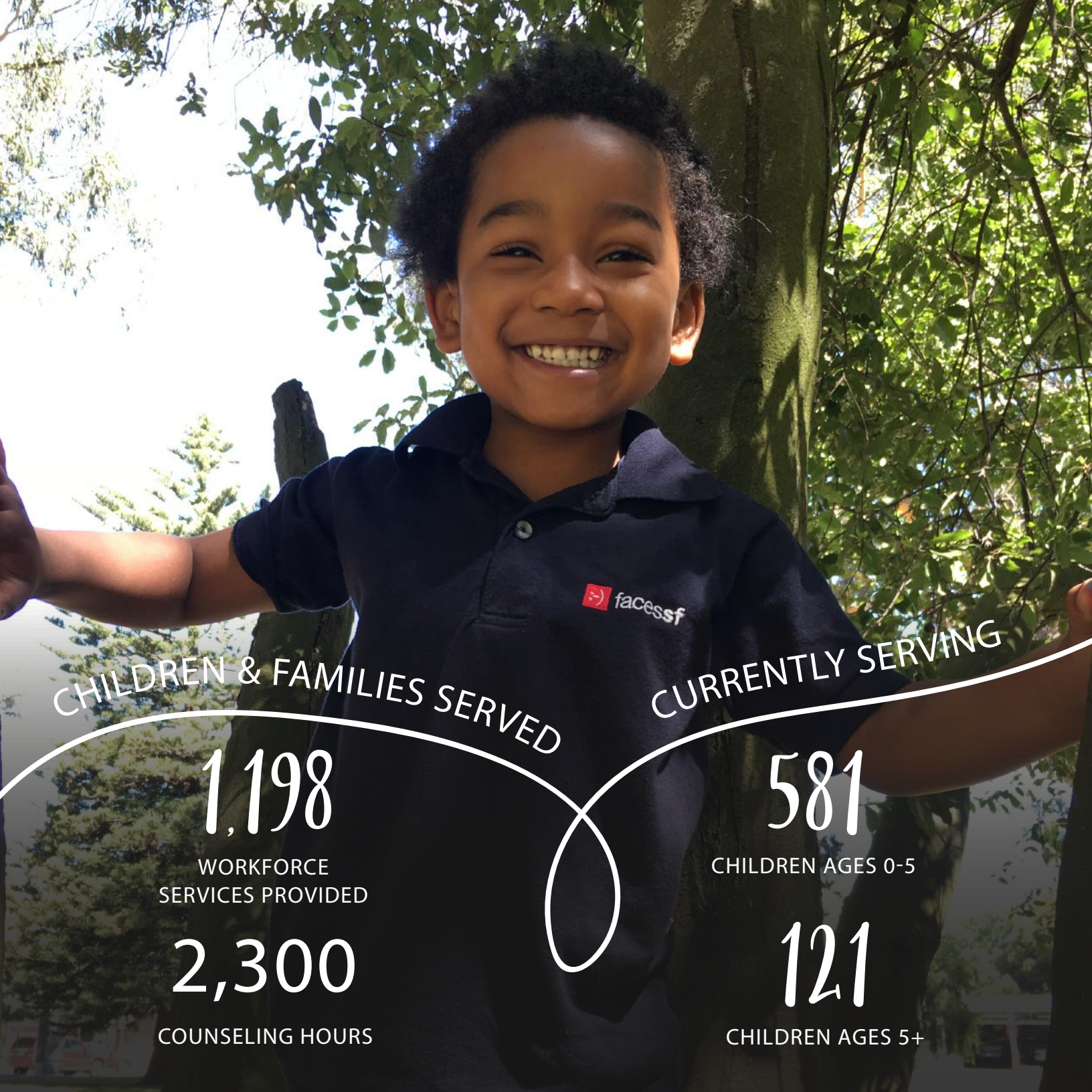


CHILDREN & FAMILIES SERVED

1,198

WORKFORCE SERVICES PROVIDED

2,300

COUNSELING HOURS

CURRENTLY SERVING

581

CHILDREN AGES 0-5

121

CHILDREN AGES 5+

A Letter From Lawland

Dear Friends, Partners, and Community Members,

Another fiscal year has come to a close, and Family & Child Empowerment Services - San Francisco (FACES SF) is proud to present our Annual Report. Throughout fiscal year 2017-2018, we have helped empower underserved families in San Francisco though early childhood education, workforce training and critical family support services. Our efforts have transformed the lives of thousands of children, and families. We truly appreciate the generous support we've received from all of you: our individual donors, corporate partners, and community members.

This fiscal year was monumental. We were instrumental in advocating for, and securing, a 5% funding increase from the State of California specifically for child care, and early childhood development. This is in addition to the impressive 31% increase in the last five years. We were also key players in the passage of San Francisco's Universal Childcare proposition which has the potential to unlock more than $100 million annually for child care in San Francisco. We could not have achieved these tremendous victories without our incredible staff. To that end, FACES SF chose to invest in our team this year by doubling employer retirement contributions, expanding our benefits for new parents, upgrading our health plan coverage, and adding additional training and professional development opportunities.

I am proud of everything that we accomplished this year, and am so grateful for each and every member of the FACES SF team. Thank you to our donors and volunteers for your time and dedication in helping to a create a future that our children and families can embrace. That is what motivates me each and every day.

The culture of shared responsibility and creative collaboration is at the heart of our mission to serve San Francisco's most vulnerable people. We hope you will partner with us in the upcoming year as we continue to serve San Francisco's children and families.

Lawland Long
Chief Executive Officer

Alexia dePottere-Smith
Board President

INTERVIEW WITH

YOLANDA MIDDLETON

We recently sat down with a long-time supporter of FACES SF, Yolanda Middleton. Ms. Middleton is the grandmother of Antonio Cortez, one of our current students in Room 7 at our Bayview Preschool. Young Antonio's mother and uncle are both former students of FACES SF, and were taught by our very own Mr. Brewster!

Ms. Middleton has expressed how delighted she is that **Antonio has learned his colors, numbers, letters, and even a foreign language!** She also loves that we **provide nourishing meals**, as well as **educational and stimulating field trips** - the most recent of which was to the Aquarium of the Bay.

Ms. Middleton has demonstrated her commitment to our mission by volunteering in various capacities at our Bayview Preschool, such as providing meals, and barbecuing for the families of Room 7 students at their graduation ceremony. According to her, Antonio will definitely be back for the summer program once he graduates from his preschool class!

"ONE CHILD
ONE TEACHER
ONE BOOK
ONE PEN
CAN CHANGE
THE WORLD."
- MALALA YOUSAFZAI

Child Development and Family Supports Highlights

- Thanks to the generous support of First Five San Francisco, we were able to completely transform the playground at our Hayes Valley Infant and Toddler center. New rubber flooring was installed to enhance safety. A beautifully designed edible garden was installed to instill an early appreciation for the environment in our young ones. And a plethora of new interactive toys were installed to enhance fine and gross motor development.

- Thanks to the incredible donations from our community and the wonderful turnout at our April 2018 From Home Plate event, we're proud to announce that our Masonic Preschool will also be receiving a new playground! Construction was completed in October 2018.

- Our After School Program in Bayview sucessfully completed another year of a fully integrated STEM curriculum for K-6th grade students. By instructing our students with real world applications of STEM concepts, we're able to instill a love for the STEM subjects in our students that transcends the "just-have-to-pass-the-class" mentality.

- Student socio-emotional wellbeing continue to be a major area of focus for our Family Support Program. We have significantly increased our ability to address the trauma that many of our students experience, by hiring a new Clinical Supervisor & Program Manager. Last year, we were able to provide over 640 hours of individual therapy and engaged over 100 families through events, workshops and support groups.

Our Parent Survey Results!

- **Parents/guardians were 99% satisfied with the overall quality of the program**

- **100% of the parents/guardians felt their children are safe in the program**

- **90% of the parents/guardians feel that our services are crucial to keeping them in the workforce**

- **58% revealed that because of our programming, they were able to seek better employment or pursue new educational opportunities**

"VVNAP MADE ME FEEL COMFORTABLE AND TREATED ME LIKE FAMILY"

INTERVIEW WITH AMIR MOHSENI

Mr. Amir Mohseni was referred to FACES SF's Workforce Development Program by the Jewish Family & Community Services, East Bay, in January of 2018. When Amir arrived at our Visitacion Valley Neighborhood Access Point (VVNAP), he informed the staff that he has left his home country of Iran for fear of persecution, and his travels led him to settle in San Francisco.

During Amir's time with the VVNAP career advisors, he was able to completely **revamp his resume**, and **master his interviewing skills** using the advice and guidance our staff provided. Though he was an excellent candidate, he wasn't receiving responses for his many applications to the San Francisco International Airport.

Rather than feeling down and deflated, he refused to give up. **His perseverance** was rewarded when he was **interviewed and hired** by Tastes on the Fly as a Prep Cook after attending one of VVNAP's hiring events in March. His new employer was incredibly impressed with Amir, and offered him the job within a week of meeting him.

Armed with VVNAP's financial assistance in the form of a clipper card, and their continued support, Amir began working as Prep Cook at the SF Giants Clubhouse restaurant earning above minimum wage!

Workforce Development Highlights

- This year, FACES SF partnered with the Office of Economic and Workforce Development in their Performance Based Incentive Pilot Initiative. Through this pilot program, FACES SF successfully met our target employee placement goals by placing 8 jobseekers into permanent positions this year, all with hourly wages exceeding $21.00.

- As a member of the HOPE SF collective impact group - which is focused on assisting residents of the Sunnydale-Velasco pulbic housing site achieve economic self-sufficiency - FACES SF provided job-readiness training to 32 local residents, as well as placed 20 Sunnydale residents in jobs with an average hourly wage of $21.11.

- In conjunction with Manpower and the Office of Economic and Workforce Development's Business Services division, FACES SF hosted a District 10 centered Cannabis Resource and Hiring Fair with an excellent turnout of 8 different employers. In addition to our employer turn-out, students from Golden Gate University's "Students for a Sensible Drug Policy" offered their detailed experience to District 10 residents on how to obtain expungements for non-violent drug-related criminal offenses that are no longer in line with California law.

- In partnership with Alex Banh, from the Committee on Information Technology, and the San Francisco Public Library, FACES SF successfully establisehd a Digital Inclusion course focused on enhancing computer knowledge for the rapidly changing workforce environment. This course included basic understanding of the inner workings of various operating systems, how to install and operate basic computer programs, workplace email etiquette, internet security, effective job searching skills, as well as how to explore various useful websites.

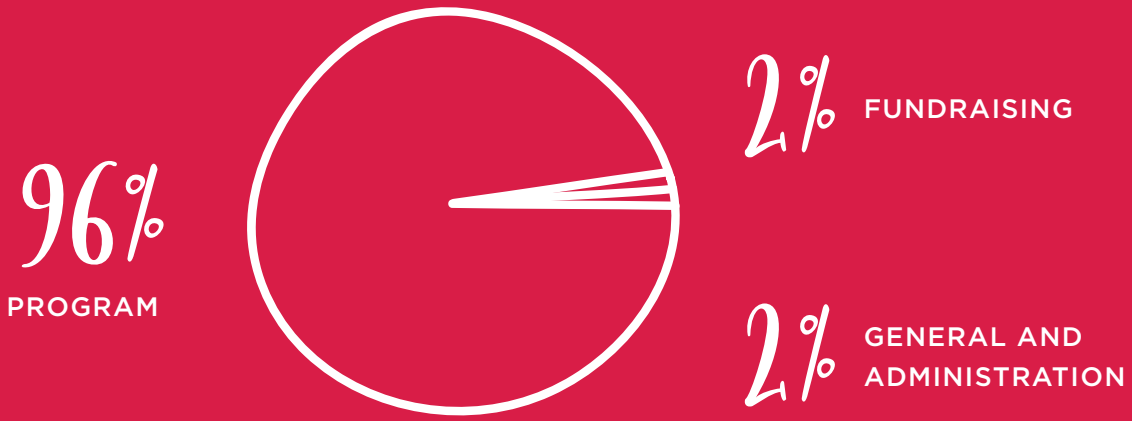
Our 2017-2018 Successes!

- **Total Jobseekers successfully placed: 228 individuals**
- **Total Client Check-Ins: 1198 individuals**
- **Total Event Attendees: 932 individuals**
- **50% of our clients are women, and 68% of our clients call District 10 home.**

"IT'S NOT WHAT IS POURED INTO A STUDENT, BUT WHAT IS PLANTED"
- LINDA CONWAY
faces

Financials

Expense Ratios



Revenue Breakdown

Individual	$12,740
Corporate	$156,619
Foundation	$194,000
Government	$10,096,577
Investment Income	$394,448
Total	$10,854,384

Supporters

Kelly McClay
Lynn Ballou
PG&E Company
Sean Swift
AT&T United Way Employee Giving Campaign
Brian Crooks
Catherine Whitcanack
Charly Heredia
Diego Ramallo
Fidelity Charitable Gift Fund
George and Esteban
Helen Chao
Helen Choung
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Julia Poelstra
Karen Wing
Kim Wong
Lindsey Thompson
Michelle Pan
Phuong Thai
Susan Caston
United Way California Capital Region
Andrea Faucett
Bahar Ozgur
Carolyn Hodge
Catherine Fisher
Christina Bui
Elizabeth Strong
Erik Larson
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Renee Krishnan
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William Rogers
Susan Ang
Ross Frederiksen
Abby Hall
Arlein Francisco
Bill Shen
Cassie Kinser
David Jamison McDaniel
Henry Stone
Julie M. Poelstra
Karin Kelley
Lois Esteban
Network for Good
The University Corporation, SF State
Wendy L. Feng
Jennalyn Macaraeg
Chi Chi Wu
Community Youth Center of SF
Donna Murphy
Laura Kline Lazarus
Lilly Kazeminia
Michael Allison
Monica Walters
Scott Whitman
Umi Mehta
Charles Malloy, II
Ashok Janah
Chinatown Community Children's Center
Seiko Velder
Anjannette Price
Julie Abrams
Amelia McLear
Kevin Reed
Pacific Western Bank
Marian & Roger Gray
United Way Bay Area
Linda and Andy Ach
Techbridge Girls
Adobe
Lawland Long
Paypal Charitable Giving Fund
Shirley Taylor
Jaynette Lancaster
Nadyne and Lonny Orona
Suhr Risk Services
Walé Aka-Bashorun
Kurt Scheidt
Rita Lee
Paul Family
Alexia DePottere-Smith
Frances Doherty
Thomas J. O'Connell
Dodge & Cox Investment Managers
Eric Littschwager
Fiscal Management Associates, LLC
Lenny Lieberman
Prologis, LP
William G. Gilmore Foundation
Lisa Peters
State Street Foundation
Genentech Foundation
The Bothin Foundation
San Francisco Foundation
George H. Sandy Foundation
San Francisco Foundation North Baker Trust
Mimi & Peter Haas Fund
Department of Children Young and Families
Office of Early Childhood Education
Office of Economic Workforce Development

We couldn't have done any of this without YOU!

Thank you!

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SECRETARY
Amelia McLear

TREASURER
James T. Lawrence

BOARD MEMBERS
Jaynette Lancaster
Rita Lee

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Chief Executive Officer

JONATHAN WANG
Chief Operating Officer

LISA MURPHY
Development Director

KIM WONG
Child Development Program Director

SEIKO VELDER
Child Development Data & Compliance Director

KATE VELASQUEZ
Human Resources Director

MAGGIE NI
Finance Director

MARGARET CHARNAS
Enrollment Director

SUSAN MURPHY
Workforce Director

ALEXIS ARAGON
Clinical Supervisor & Program Manager

Our Locations

BAYVIEW CHILD DEVELOPMENT CENTER
FAMILY SUPPORT PROGRAM
AFTER SCHOOL PROGRAM

100 Whitney Young Circle
San Francisco, CA 94124
Phone: (415) 821-7550
Fax: (415) 821-0442

HAYES VALLEY CHILD DEVELOPMENT CENTER

305 Buchanan Street
San Francisco, CA 94102
Phone: (415) 552-1535
Fax: (415) 552-1536

MASONIC CHILD DEVELOPMENT CENTER
ADMINISTRATION OFFICE

1101 Masonic Avenue
San Francisco, CA 94117
Phone (Childcare Center): (415) 355-0210
Phone (Admin Office): (415) 567-2357
Fax: (415) 355-0212

VISITACION VALLEY
NEIGHBORHOOD ACCESS POINT

1099 Sunnydale Avenue, 2nd Floor
San Francisco, CA 94134
Phone: (415) 239-8705
Fax: (415) 239-8700

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