



2020

Annual Report

"We are committed to seeing our community flourish by building pathways to hope, happiness, and well-being."

2020 ANNUAL REPORT CEO STATEMENT

I am truly honored to share with you our community of children, youth, families, partners, donors and sponsors our 2020 Annual Report. Rebekah Children Services (RCS) entered into 2020 full of affirmation, aspiration, and promise, only to be confronted with a worldwide viral pandemic not seen nor experienced in over one-hundred years. We understood that our collective lives would no longer be the same and would require meeting the needs of our communities in unprecedented fashion.

As is the human condition, we too were filled with doubt, fear and uncertainty but intimately understood that those most vulnerable and entrusted in our care would need our support more than ever before. With our mission of “seeing our community flourish by building pathways to hope, happiness and well-being” at the forefront, Rebekah Children’s Services (RCS) elevated itself to meet the challenge.

Rebekah Children’s Services (RCS) staff have always been “essential workers”, setting aside the needs of their own families to meet the needs of others. At the onset of the pandemic, our staff quickly mobilized to provide therapy, care, and education services through tele-health and distance learning modalities. We reimaged and reinvented our internal processes, procedures, and struture in order to provide critical resources (food, clothing and PPE’s) to our families in service.

In partnership with Santa Clara County and the Board of Supervisors, we recalibrated our contracts, agreements, and eliminated barriers so that flexible programming could instantaneously meet needs. Our Board of Directors were instrumental in ensuring that the Executive Team and I were fully supported so that we could continue to meet our agency goals and objectives. Our community partners supported our efforts with time and resources ensuring that our safety net was not compromised.

Amidst all of these historic challenges, we were able to create a new vital partnership by merging and becoming the fiscal agent for the South County Cal-SOAP. As a result, Rebekah Children’s Services (RCS) now serves students at all academic grade levels across half a dozen school districts in creating a pathway to higher education.

In continued partnership with you and each other, Rebekah Children’s Services (RCS) is poised to meet critical community needs and grow our continuum of care. As the pandemic continues, we will continue to evolve and adapt because we intimately understand that our services are needed now more than ever before. We remain honored and privileged to be in service of others and you can count on us to be at your side.



Gratefully,

A handwritten signature in black ink, reading "Christophe E. Rebboah".

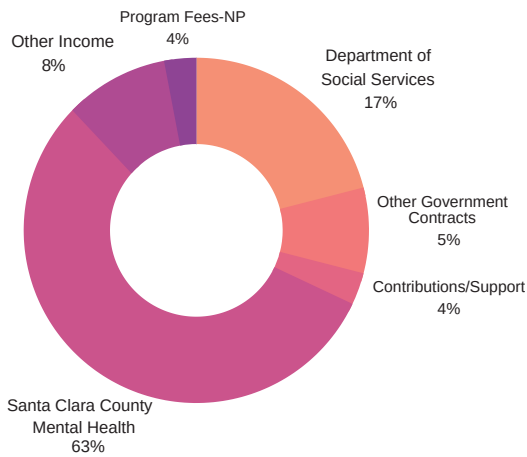
Christophe E. Rebboah, LMFT

**Chief Executive Officer
Rebekah Children’s Services**

STATEMENT

of Financial Position FY 2019-2020

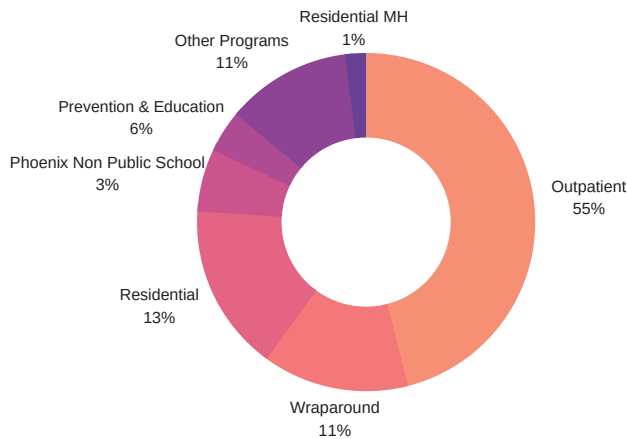
Audited Revenue



Santa Clara County Mental Health	\$ 14,191,293	63%
Department of Social Services	\$ 3,711,941	17%
Other Government Contracts	\$ 1,102,325	5%
Program Fees - NPS	\$ 797,429	4%
Other Income	\$ 1,798,450	8%
Contributions/Support	\$ 823,057	4%

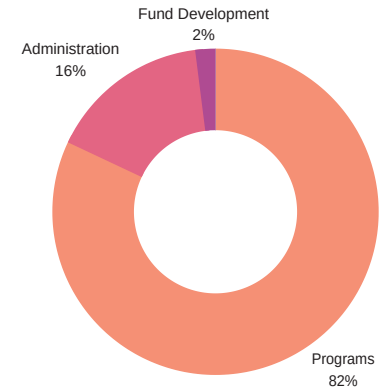
Total Per Audit Report \$ 22,424,495 100%

Program Expenses



Wraparound	\$ 2,525,263	11%
Residential	\$ 2,989,491	13%
Outpatient	\$ 12,227,947	55%
Phoenix Non Public School	\$ 706,998	3%
Residential MH	\$ 247,979	1%
Prevention & Education	\$ 1,262,002	6%
Other Programs	\$ 2,421,066	11%

Total Per Audit Report \$ 22,380,746 100%



Audited Expenses

Fund Development	\$ 449,861	2%
Administration	\$ 3,514,827	16%
Programs	\$ 18,416,058	82%

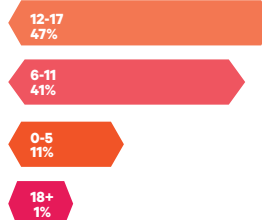
Total Per Audit Report \$ 22,380,746 100%

Population Served

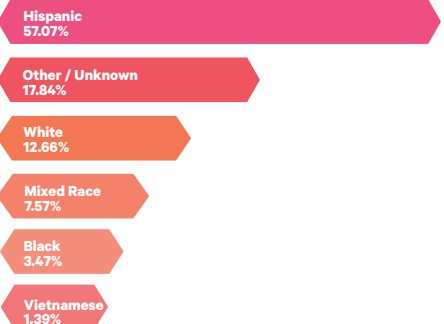
Gender



Age



Ethnicity



OUR Programs

TBS/TBS-ID

Rebekah Children's Services offers short term intensive Therapeutic Behavioral Services (TBS) including TBS-ID for clients with intellectual delays as an adjunctive program designed to support clients with behavioral health needs. TBS impacts the lives of children and their families by providing flexible support in the client's home or community setting. TBS Coaches work directly with each client as well as the client's caregivers, teachers, therapists, and/or other adults in their lives to provide behavioral interventions that are strength based, individualized, and culturally sensitive.

School-Based Wraparound

School-based Wraparound is a strength based individualized mental and behavioral health program that supports students outside of their school setting. Therapists and Behavior Coaches work with each student and their families in a variety of settings including their home and/or community. Our work is designed to address a variety of barriers that may interfere with each student's ability to access, engage, and benefit from his or her education. Our staff collaborates with school personnel to "wraparound" the client and family, providing emotional and behavioral supports before, during, and after school hours to address each student's needs using strategies and skills from evidenced based practices.

Parent Education

Over the course of this fiscal year, we have had the opportunity to provide evidence based parenting classes to court mandated parents through DFCS. Through these classes, our amazing Group Facilitators have engaged and inspired parents to want to be better parents to their children, by eliminating some of the barriers to learning and meeting the individual learning needs of each parent. We have modeled love without condition, built trust, and provided a safe environment to parents, while they learn helpful and supportive strategies in some of the most chaotic times in their lives. As a result, we have witnessed hope, healing and reunification in families, as they apply these strategies with their children and families and build a stronger foundation for the future.

SLS

The School Linked Services (SLS) Program serves students residing in Gilroy Unified and Morgan Hill Unified School Districts. Mental Health Therapists and Case Managers provide services primarily in the school setting, although services may be accessed at a clinic, home, and community agencies as necessary. Services are individualized and tailored based on each child's strengths and needs. Through these services children and parents develop better coping skills and become more resilient; in turn decreasing behaviors at school, increasing grades and attendance, and reducing mental health needs.

A smiling woman with dark hair is in the center, flanked by two young girls. The girl on the left is wearing a blue cardigan over a pink dress with white polka dots. The girl on the right is wearing a white cardigan over a blue dress with a floral pattern. They are all standing in front of a dense bush of pink flowers.

Success STORIES

Campbell Outpatient

Dave was referred to our Campbell Outpatient program due to having difficulties with understanding social cues and communication, which made it hard for him to develop positive relationships with others. Dave also struggled with anxiety, and difficulties regulating his emotions, which would escalate into verbal and physical aggressive outbursts. Dave and his mother worked with their RCS therapist to learn healthy soothing and calming strategies and also helped Dave to develop interpersonal skills to assist him in developing friendships. At the time of graduation from our program, Dave had made several new friends and joined 3 new after-school clubs.

Foster Care & Adoptions

Siena was only 11 months when she entered our Foster Care and Adoption program. During her short life span, she had experienced physical abuse, domestic violence and severe neglect. Siena was often left in her crib for days at a time and her cries were never attended to. When Siena was initially placed with her foster family, she made very few sounds and was unable to eat solid food. Over the last year Siena has thrived in the care of her foster family! She just celebrated her second birthday and is running around, loves picking fresh veggies from her family's garden, and can say over 50 words. Siena and her foster mom have developed a loving bond and Siena is finally in a place where she has trusting adults caring for her. Siena has found her forever family and we look forward to watching her grow and thrive.

PEI

Prevention and Early Intervention (PEI) seeks to prevent or intervene during early development of school aged children. PEI does this by providing outcome-based parenting strategies, in-classroom support, family workshops, and short-term therapy services. The PEI program accepts referrals from Gilroy Unified, Morgan Hill Unified, and Oak Grove School Districts, and strives to address mental health needs, substance use, and trauma in order to increase positive outcomes for younger students.

Wraparound

For over twenty years, RCS' Wraparound program has continuously provided outcomes driven, high quality, high fidelity Wraparound to the children, youth, and families of Santa Clara and Monterey Counties. The Wraparound program provides a high level of service and support using a trauma informed approach with clients and their families who have complex needs and are referred by our County partners from the Department of Family and Children's Services, Juvenile Probation Department and Behavioral Health. In addition to our individualized and strengths-based approach to services, we honor and prioritize the voices of the families we serve. Each youth and family work with a Facilitator whose tasks include helping each child and family build a support team that includes natural and informal supports as well as professionals, facilitate Child and Family Team meetings, and assist each youth and family in connecting with the right community based resources that can help meet their needs. We also host several community-based events throughout the year designed to assist youth and families in building healthy connections with one another as well as with the community at large.



“Johanna came to DR-SSA as a survivor of domestic violence and has now successfully transitioned into being a triumphant woman of courage, dignity and power for her baby girl through the skills, tools and support provided by RCS dedicated staff.”

Family Linkage

The RCS Foster Care and Adoption program, Family Linkage, has continuously blossomed and developed new pathways to support our local foster children through our updated recruitment and retention plans as well as our new Therapeutic Foster Care program. The Family Linkage team recruits, trains, and supports an amazing group of dedicated foster/resource families who provide safe, loving, and caring homes to vulnerable children who would otherwise be lost in the social service system. The Family Linkage team's dedication to supporting lifetime connections between foster youth and their resource families consistently leads to meaningful and impactful relationships that will last forever.

First 5

RCS continues to partner with FIRST 5 Santa Clara County to provide behavioral health services. Our program provides developmental screenings and behavioral health assessment, home visitation and therapeutic services to children ages 0-5 and their families.



Family Resource Center

RCS continues to partner with FIRST 5 Santa Clara County to operate the Family Resource Center for South County on-site at RCS. RCS, along with our dedicated volunteers, is proud and excited to partner with FIRST 5 to help parents raise healthy children and promote school readiness through education, information and resources. Our Family Resource Center provides support to our South County families, including developmental screenings, oral language, literacy and school readiness activities, parent education and leadership workshops, health and wellness services, and art and enrichment activities. The FRC also offers Son de Nuestro Corazon, a traditional Mexican Folkloric dance troupe that performs at different venues throughout the community. Children ages 3-12, along with their mothers and some grandmothers, meet weekly to learn new Folkloric routines, practice, connect with each other, and exercise.

Kneaded

Kneaded Catering and Bakery is an extension of the Culinary Academy. Kneaded provides a sheltered learning experience to graduates of the Culinary Academy. As an Apprentice at Kneaded, students have the opportunity to apply hands-on skills in bakery, food production, catering and customer service. They also acquire the knowledge, skills and behavior patterns that employers expect and that will create pathways for career opportunities and life-long employment. Kneaded program staff provides job placement support for each student, and upon completion of their Apprenticeship, each student has secured full-time employment or is enrolled in higher education.

Katie A. Santa Clara County

Since its implementation in 2014, Santa Clara County expanded Katie A. to provide therapeutic services to children and youth from birth to the age of 21. Eligibility for services also changed from requiring an open case through social services to simply meeting medical necessity and having full scope Medi-Cal. This makes Katie A. services accessible to the most vulnerable and at-risk youth in Santa Clara County.

NPS

RCS is proud to partner with school districts in Santa Clara County to serve their students in need of a therapeutic and supportive school setting. The Non Public School (NPS) on-site at RCS delivers highly individualized, supportive instruction to students in 6-12th grade with social/emotional and behavior related disabilities. Our team of Special Education Teachers, Teaching Assistants, Behavioral Support Counselor, Mental Health Therapist and Administrators work as a team to help each student achieve their academic and behavioral goals, and to transition successfully back to their community public school. We are so grateful for the NPS staff who work tirelessly each and every day to help our students achieve their full potential!

Katie A

Nicholas and his family were referred to our Katie A program after having experienced multiple traumas, including witnessing domestic violence and having experienced physical and verbal abuse. When we first met Nicholas he was shy, guarded, reluctant to talk, and had a hard time expressing his thoughts and feelings to those most important to him. Nicholas and his mother worked hard, together with the support of our RCS staff to learn new ways of communicating and relating with each other. Nicholas and his family recently graduated from our Katie A and Campbell Outpatient programs. Nicholas is currently thriving and successful at school, making progress academically, and building healthy relationships with his family members at home as well. Nicholas has engaged in outdoor sports such as basketball and football as ways to effectively cope with various emotions and challenges. Nicholas's mother has shared that Nicholas is able to demonstrate physical affection, reach out to others for social and emotional support, and is able to express his needs at school and at home consistently in a safe and loving manner.

Success STORIES

FRC

Maria walked into our Family Resource Center during what Maria refers to as the most challenging period in her family's life. Maria was going through the process of a painful divorce, feeling lonely and isolated, and struggling with behavioral problems with her children. Her daughter began to complain about going to school in the morning, and her grades began to drop as well. Maria knew her family needed help. When Maria walked into the FRC, our staff immediately connected Maria to resources at RCS including food, clothing, diapers, mental health support, parenting workshops, as well as our Parent Child+ home-based literacy program for early learners. Our team also referred Mari's oldest daughter to an RCS school-based early intervention small group where she is building relationships with peers, demonstrating improved attendance, and learning about the services and supports she can access at school and in the community. Maria says, "RCS has changed my family's life and helped me feel more prepared to face my divorce and to raise my children as a single mother."

Culinary Academy

"I sincerely appreciate the way Chef Carlos guided me during the Culinary Academy program and my career at Kneaded Bakery and Catering. The program made a profound impact on my professional development and my life.

Before enrolling in the Culinary Academy, I was an at-risk youth. In middle school I made poor choices with my peers, substance abuse and had anger issues which led me to expulsion. The Kneaded Culinary Academy played a big role in my new life as I have now overcome these issues. Chef Carlos believed in me since my first day in the program, and I believe that alone had a huge impact.

The principles of integrity and hard work taught at the academy continue to inspire each person who comes into the program. I was motivated to do my best every single day and given the proper tools to work at a professional level.

After graduating from the Culinary Academy, I began working at Kneaded Bakery and Catering; continuing to develop my skills. I had the opportunity to interact with peers and other students who were going through similar barriers like myself but in a positive atmosphere. I learned to have more confidence in myself and to feel more assured when interacting with others. I also continued to develop my cooking and baking skills."

-Daniel Sanchez



Success STORIES

Differential Response

When *Cindy* enrolled in our Differential Response program, she told our staff she wanted to learn how to be a better parent. With the support of our RCS team, Cindy learned how to implement positive discipline techniques and establish routines for her children. She also secured a job, housing, and medical insurance, determined to make a better life for her children.

Along the way, however, Cindy battled a negative self-image, sharing that when she looked in the mirror, she hated what she saw because she was embarrassed to smile. For Cindy, her teeth represented the trauma and addiction that had haunted her in the past. Our staff was able to connect Cindy with program flex funds to pursue the dental care she needed to fix her teeth, and move forward with her life. Today, Cindy continues to strive to be the best version of herself and is smiling the biggest and most beautiful smile while doing it.

Prevention and Education

Victoria is a mother of six boys. She was referred to our parenting classes by a friend during the Covid-19 pandemic. Victoria found herself feeling increasingly isolated and stressed with the responsibility of facilitating virtual learning at home for her six children. Through the parenting class, she found a supportive community that helped her cope with these challenges. At the conclusion of the class, she sent this note to the Instructor: "When I first became a parent, I was afraid of becoming a parent like my parents were, so I tried to educate myself on parenting. I wish I had taken this class when I first became a mother 12 years ago because I know I made many mistakes. I appreciate this program because it allows us the opportunity to learn and grow without feeling judged for our past mistakes. It didn't just help me see what I can do better, but it helped me understand why the way I was doing things could be doing more harm than good. Thank you, RCS, for offering these wonderful parenting classes".



OUR... Board

& Legacy

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We would like to honor individuals who think so highly of Rebekah Children's Services that they have included our agency in their will or other estate planning. Please consider becoming a member of our Legacy Society so that we may thank you in person now, and keep your memory in perpetuity when you are no longer with us. We honor Legacy Society Members with an annual luncheon, list their names in a beautiful alcove display at the entrance to our main building and include them in our Annual Report.

These individuals care so deeply about RCS children that they have included Rebekah Children's Services in their wills and other estate plans or made significant gifts to the Legacy Fund.

Vallie Bishop	Lester H. Lindley
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For more information on joining the Legacy Society, contact
Claudia Sandoval, Fund Development & Community Relations Director at
(408) 846-2191 csandoval@rcskids.org

Where your
gift is needed:

CULINARY ACADEMY

RCS offers this service at no-cost to clients. Funding is needed for chef coats, chef hats, textbooks, and cooking and baking equipment and supplies.

FAMILY LINKAGE FOSTER CARE & NO COST ADOPTION SERVICES

Not only does RCS spend enormous resources recruiting Foster Parents, but we also offer them extensive support. Funds are needed for training, respite care, and stipends for caregivers. Support is also needed to assist with No Cost adoptions and follow up support.

MAJOR MEDICAL FUND

Almost all children living at RCS lack private health insurance. Funds are needed to pay for their medical expenses.

PREVENTION AND EDUCATION IN GILROY SCHOOLS

Funding is needed to pay for prevention curriculum, job training, fitness, health and nutrition activities, childcare and transportation for field trips and social activities.

DONORS

MISSION BENEFACTORS- (\$35,000.00+)

Bella Vista Foundation
Lucille M. Phillips Revocable Trust
Ventura County Community Foundation

VISION BENEFACTORS- (\$25,000.00+)

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BENEFACTORS- (\$10,000.00+)

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