



Annual Report

2023-2024

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



A word from our CEO

Rebekah Children's Services (RCS) achieved a significant milestone this year, being named "Non-Profit of the Year" by Speaker of the Assembly Robert Rivas for the State of California. Serving others is one of the greatest gifts we can

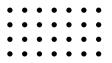


offer, and each day, I'm reminded of our commitment to supporting those in our community who are in greatest need. Our dedicated staff, who work tirelessly to improve lives, find deep fulfillment in knowing they have changed the course of a child's life. This sense of accomplishment and fulfillment will stay with them for the rest of their lives. From providing short-term housing at our Chamberlain's Campus in Hollister to offering food, clothing, and services at our Main Campus in Gilroy, and delivering outpatient and community-based support at our Campbell Campus, RCS is creating life-changing opportunities for children, youth, and families. Our collective achievements are made possible by our greatest strength our staff, who are fully committed to our mission: "seeing our community flourish by building pathways to hope, happiness, and well-being." While being recognized by one of the highest-ranking government officials from the State of California is an honor, the true reward comes from the validation our staff receive from the children, youth, and families they serve. This drives our continued growth as we approach our 128th year of service.

On behalf of our Board of Directors, we are excited to share this annual report, highlighting the incredible work, stories, and data that reflect our unwavering commitment to service.

Mutgle & Fellish

Christophe E. Rebboah, LMFT



Who we are

Rebekah Children's Services (RCS) has been a mental health provider in Santa Clara County for decades, and has a wonderful reputation built on trust and commitment to the community we are honored to serve. RCS offers a full continuum of family-centered services including prevention, mental health, foster care and adoption, and educational services to promote the healthy development of children and families. Our services are designed to meet the individual needs of children and families based upon their age, developmental functioning, history of trauma, cultural values, family environment, and physical health. Our team of compassionate clinicians, case managers, and support staff are committed to the hope, happiness, and well-being of each individual we serve across Santa Clara and San Benito Counties.

Our Mission

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

Our Vision

To be the best agency in agency for quality care, education, and employment.



"I'm proud to recognize Rebekah Children's Services as the 2024 Nonprofit of the Year for Assembly District 29. RCS is a dedicated organization committed to providing essential family services needed by children and families in our community."

-Robert Rivas, Speaker of the CA State Assembly

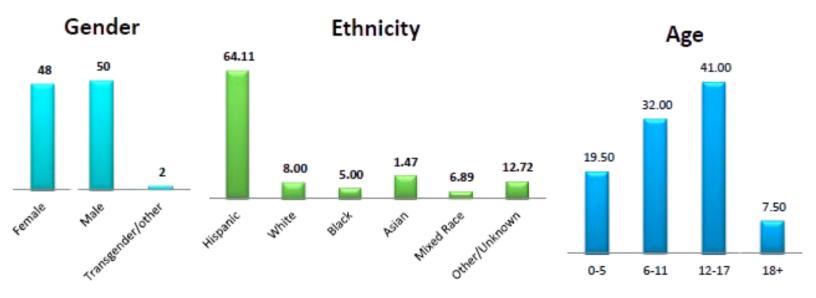
Who we serve

Ethnicity	Percent	
Hispanic	64.11	
White	8.00	
Black	5.00	
Asian	11.25	
Mixed Race	3.43	
Other/Unknown	8.21	
Grand Total	100.00	



Age Group	Percent
0-5	19.50
6-11	32.00
12-17	41.00
18+	7.50
Grand Total	100.00

Gender	Percent	
Female	48	
Male	50	
Transgender/other	2	
Grand Total	100	



Our Services

Behavioral Health Services

- Outpatient Mental Health
- Early Childhood Mental Health Services
- Differential Response
- Therapeutic Behavioral Services
- Wraparound Services
- School Linked Services
- Prevention and Early Intervention
- Katie A
- Short Term Intensive Behavioral Services

Prevention Services

- School Linked Services
- Prevention and Early Intervention
- Prevention & Education
- Family Resource Center

Additional Services

- Kneaded Culinary Academy
- Family Linkage- Foster Care & Adoption
- South County Cal-SOAP
- Second Harvest Food Bank



Program Highlights

Family Linkage

Family Linkage is a small and close-knit program whose staff have a collective 50+ years at RCS being dedicated to supporting children in the foster care system to find loving and stable homes. Our mission is to find these vulnerable children a caring foster family within hours of being removed from their parents and then continue to be a committed support for them throughout their entire foster care journey. It takes a village to support the vulnerability of children in foster care and we work diligently throughout the community to recruit foster families that can open their hearts and homes to these children. Our team then walks alongside our youth and foster families through all the difficulties of foster care. We attend community events, work with other community foster care programs, and spend dedicated time educating the community about the needs of foster care. After recruitment, these families are provided in-house training, background checks and a lengthy assessment before being approved as a foster family with RCS. Once approved, the Family Linkage team works to match foster families with children taking into consideration space, ability, and fit. Once a child joins the foster family, the RCS team works closely to monitor and support the placement. Staff are in the home, attend school meetings, court hearings, and work directly with other service providers to promote a safe and healing journey for the foster child.

How can you support or get involved with the Family Linkage Program?

The biggest need in the foster care community is foster families. We are in continuous search for families who are willing to have foster children join their family and provide them with stability, and love and meet their basic needs. If you are not able to be a foster family, you can still create a positive change for foster youth by supporting our emergency placements. Often children coming to foster care come with nothing but the clothes on their backs. The first 12 hours of foster care is a whirlwind and not having your basic needs met make it that much harder. Family Linkage program creates 'go bags' that have some essential items and gift cards to help our kids and families that first night.

If you may be interested in becoming a Foster Parent or would like to support our Family Linkage Program: Please contact Rebecca Gabuat 408.846.4925 or email contactlinkage@rcskids.org.

"Every child deserves a champion — an adult who will never give up on them, who understands the power of connection and insists that they become the best they can possibly be."

-Rita F. Pierson



Success Story



Family Linkage



Liam is a long-time client of RCS; he began services in our residential unit after his adoptive family gave up on him. RCS became his support family and supported him with a variety of services and helped to stabilize him. While in the residential program, the RCS team worked with various community partners to help find a family for Liam. He was adopted from Ethiopia, and a member of our local Ethiopian community was able to step up and become Liam's foster parent. As a single father who had never parented before, there was a big learning curve in taking on a teen who had a series of traumas and abandonment. RCS's Family Linkage program provided extensive training and support for the foster parent and helped Liam transition into the home in December 2019. Soon after the pandemic hit Liam's mental health needs increased, and RCS was there to support them daily. During the 4 years that Adam lived with his RCS foster parent, there was such staggering growth and change. One amazing adventure was when Liam got the opportunity to travel. We supported him in reconnecting with his brother, whom he had been separated from years prior. In addition, with the support of Family Linkage, his foster parent was able to find Liam's birth mother in a small village in Ethiopia and set up travel for Liam and his foster parent to reunite with Liam's biological family. This was an amazing, healing, and spiritual journey that was life-changing for Liam. In January 2024, Liam turned 21 and was able to get an apartment and launch into adulthood with success.



Did you know?

Foster youth are 7 times more likely to to have depression, and 5 times more likely to have anxiety.

Program Highlight









Kneaded Culinary Academy

Creating Community Through Food

Kneaded Culinary Academy is a no-cost program for youth and young adults ages 15 -25, designed to empower vulnerable and disenfranchised youth through hands-on culinary training. Students gain valuable skills while earning high school credits and developing essential employability skills. Whether pursuing higher education or entering the workforce, our academy equips students with the skills, confidence, and experience to build a bright future.

What we offer

- ✓ Hands-on kitchen training in culinary arts
- ✓ Paid internships & real-world experience in food service and hospitality
- ✓ Job placement support for career success
- ✓ Personalized mentorship to help students achieve their goals

Success Story

RCS Kneaded Culinary Academy

Beth first enrolled with us several years ago at Rebekah Children's Services in Gilroy. At the time, she was struggling with fitting in at Gilroy High School and eventually dropped out at age 16. Though she utilized some of our services, the timing wasn't right. Later, she enrolled in adult education and reconnected with our team through our Culinary and Hospitality Elective class.

Between her first and second enrollment, Beth faced significant challenges, including substance use, foster care, and a traumatic brain injury. Despite these struggles, she rejoined the program and impressed us with her perseverance. Her health issues made some tasks difficult, and she remained hardworking, resourceful, and positive. She continues to pursue opportunities in the hospitality industry and is also attending Gavilan College.

Beth was chosen to speak at her graduation, where she shared her powerful story: "During my education, I have had a lot of labels. English language learner, teen mom, foster youth, struggled with addiction... The reason I'm telling you this is to know that you can overcome anything." She concluded her speech with encouragement for others: "To all the graduates, know you can do anything you set your mind to. No matter what life throws at you, you can always be successful—don't ever give up!" Beth's journey is just one example of the many students we serve. The Kneaded Culinary Academy provides not only culinary education but also the support students need to overcome challenges.

400 Students graduated the RCS Kneaded Culinary Academy in 2024

4 O Students set to graduate by 2025

Job placement or higher education success rate for the past 10 years!

Serves youth & young adults across 9 locations throughout Santa Clara, San Benito, & Santa Cruz Counties



Exciting Update

Rebekah Children's Services Chamberlains Campus in Hollister



Rebekah Children's Services (RCS) formally acquired Chamberlains Youth Services (CYS) located in Hollister, California in the summer of 2022. RCS acquired the property to expand RCS's services to San Benito County residents because the need for housing, support and mental health services outweighs the supply of providers. In honor of Clara Chamberlain's legacy and her lifetime of services to the community the campus was renamed "Rebekah Children's Services- Chamberlains Campus."

Thanks to the generous support of Housing Industry Fund (HIF), Prometheus, Advanced Restoration, and over 30 supporting vendors, the 5 housing units on the (7) acre campus have been completely remodeled. On April 18th, over 100 volunteers came to the campus to touch up paint, stain fences, and finish other projects on site. After the Day of Service, a ribbon cutting ceremony was held with the San Benito Chamber of Commerce, representatives of Speaker Robert Rivas, community organizations and members, and many local supporters.

These remodeled units will help provide 3-6 housing insecure (homeless, living in hotels, cars, couch surfing, etc.) families (including 3-8 youth per home) and transitional aged youth being served by RCS safe and stable housing for 6-12 months (or possibly longer based on need) while they transition to permanent housing. RCS will integrate services, including outpatient mental health support, the RCS Culinary Academy for potential job placement, financial literacy training, food, clothing, and other housing services and assistance. RCS will also coordinate outreach with other agencies to provide a continuum of care to leverage community resources. These residents may also be eligible for support from HIF's Emergency Housing Fund once they move onto permanent housing to help pay for rent and/or security deposits.

Although we have come a long way, there is still work to be done as we continue to transform our Hollister site to better serve our clients in the community. Please stay tuned for updates on the ongoing process. If you would like to be involved or donate, please contact us at FD@rcskids.org.

Staff Testimonials



Serena Misley, Director of Family Linkage

RCS is a workplace that supports growth professionally and personally. I have been working at RCS for 17 years and during that time, I have had countless opportunities for training and supervision. I have been able to immensely develop my clinical skills and become clinically worthy to serve the most vulnerable youth in our community. RCS holds the same values as I do when it comes to supporting our foster youth and parents. We strive and succeed to do what is best for families day in and day out. As the director of our Foster Care and Adoption program, we are continually looking for new Foster Families to join our team. If you have ever thought of being a foster family and changing the life of a child, RCS is here to walk that path with you.



Lupita Chavez-Gaeta, HR Coordinator



Working at Rebekah Children's Services has been an incredibly fulfilling journey for me. The environment here is incredibly supportive, fostering personal and professional growth. The emphasis placed on individual development and the collaborative culture make it an inspiring place to work.

Through the opportunities provided and the camaraderie among colleagues, I've experienced significant personal and professional growth. I attribute this growth to the guidance and support received from everyone around me, from my managers and supervisors to my coworkers, and even up to our CEO. Being part of a team that values its employees and actively contributes to positive change is something that makes me immensely proud.

Our Board of Directors

Phoebe Astill, President

Charmain Hadlock, Vice President

Karolinne Livingston, Secretary

Mary Lou Lang, Treasurer

Connie Hall

Debbie Jepsen

Gayle Joslin

Jeff Perkins

Paul Pike

Ruth Schuyler

Marilyn True

Daniel Zevallos

Legacy Members

We are deeply grateful to the individuals who hold Rebekah Children's Services so close to their hearts that they have included our organization in their wills, trusts, or other estate plans. By making a planned gift or contributing significantly to our Legacy Fund, these compassionate supporters ensure that our mission lives on for generations to come.

We invite you to join our Legacy Society—so we may thank you personally today, and honor your lasting impact well into the future. To learn more, please speak with your estate planner or contact us at info@rcskids.org.

Vallie Bishop

Bill and Rose Blaettler

Clark and Arlene Boatright

Diana Carranza

Russell Fisher

Carmen D. Frank

E. Everett Gilmore

Patricia Golden

Arlene L. Hayden

Kathleen Heinz

Lester H. Lindley

Ida Maschmeier

Betty D. Morales

Laurie Prescotl

Lulu Ramirez

Linda Carranza Rawlinson

Clabourn Richard Smith

Helen M. Smith

Doris Towne

Lousie Walsted

Gayle Joslin





Donate: Your contributions directly support our programs, bringing us one step closer to achieving our goals. We also accept new toys, new strollers, new car seats, books, arts and crafts. We do accept new and gently used children's clothes.

Legacy Giving: Legacy Giving leaves our supporters with a lasting impact on the causes they care about by securing a future commitment by putting us in a will or making estate plans to benefit RCS after their lifetime.

Partnerships: We believe in the power of collaboration. If you know of potential partnerships, sponsors, or organizations that align with our mission, please connect us! These alliances can play a crucial role in helping us expand our impact and reach even more individuals in need.

Volunteer: Make a difference by volunteering your time with us to help with our fundraising, putting together supplies to donate, or helping with our parent workshops.

Contact our team today at info@rcskids.org for more information



Our Supporters

Mission Benefactors-(\$35,000.00+)

Gayle Joslin Toni Julian

Vision Benefactors-(\$25,000.00+)

Dave Matuszak

Gilroy Gardens Family Theme Park

Benefactors- (\$10,000.00+)

Acrisure LLC

Amazon Web Services

Christopher Ranch

Gretchen Yoder-Schrock

Heat Wave Visual

Heritage Bank of Commerce

Kirkorian Family Foundation

Marian Yoder

RAC Services LLC

Santa Clara County Realtors

Foundation

Sponsors- (\$5,000.00+)

Bella Vista League

ECV The Clamper Chapter 1850

Eloise Orrell

Fidelity Charitable

Gilroy Rotary Club

ImageFirst

Jahn Plumbing Inc.

Jamie Clausen

Jim Cassidy

Joint Electrical Industry Fund

Morgan Hill Kiwanis Youth Fund

Napa Lodge #18 IOOF

Ramiro Rodriguez

Rebekah Assembly of California

Silicon Valley Contractors

Association

St. Joseph's Family Center

Star One Credit Union

The Thomas & Janice Berthold

Charitable Fund

Partners- (\$2,000.00+)

Alpine Landscapes

Apollo Lodge #123

Besson Family Vineyards

Bhandal Bros

Church On The Hill San Jose

Costco Wholesale

Cupcakes for College Inc.

David Brinton

David Dulin

Debra LaVergne

First 5 Santa Clara County

Five Star Floors

Flordelisa Harris

Friday Flowers

Gavilan College

Giacalone Design Services Inc

Gilrov Foundation

Gina Lopez

Grand Lodge of California IOOF

Guy & Harriet Salts

John Blaettler

Juan Bernardino

Karen Spaulding

Kent Construction

Khanh Nguyen & Anita Young Don@eorgie Gleim

Advised Fund

Lady Bix LLC

Lazy Susan Designs Inc

Local 2805 Gilroy Firefighters

Association

Maria Cid

Marina Vaserman

MOHI

Pacifica Institute

Peggy D Martin

Rosy Bergin

Rotary Club of Morgan Hill

San Martin Lion's Club

South Santa Clara County Fire

Association

Starbucks Foundation:

Neighborhood Grants Fund

STEMshare

The Ford Store Morgan Hill

The Rendiamo Foundation

The Rousseau Family

Tom & Myrna Costello

Tom Blackburn

YouthLink

Namesake Contributors –

(\$1,000.00+)

Addie Bryant-Habit

Albert Marques

Amare Real Estate

Ana Mickey

Benefits Simplified, LLC

Berliner Cohen LLP

Blythedale Rebekah Lodge #305

Chameleon Like. Inc

Chris Wheat

Creative Play Learning Center

Debra Negrete

Enterprise Mobility

Fortino Winery

Franco American Lodge #207 IOOF

Tranco American Louge #207 10

bonweorgie dienn

Gerry Kosko

Gilroy Downtown Business

Association

Gilroy Exchange Club

Gilroy Fire Department

Gilroy Sunrise Rotary

Gilroy Veterinary Hospital

Guild Mortgage

Illusive Comics & Games

Insperity

Jeanna Licata

Joel Goldsmith

Joseph Mingione

Judie Rodgers

Our Supporters

Namesake Contributors -(\$1,000.00+)

Karen Paschal

Karolinne Livingston

Liliana Sanchez Lupita Chavez Makplate, Inc Mario Sanchez Mary L. Lang Mary Lou Lang Michael Monsili Michelle Silva

Montalvo Service Group

Morgan Hill Kiwanis Club Ocean View Lodge #143 IOOF

Old City Hall Restaurant

One Life Prints Peter Leary Pinnacle Bank **Rvan Roberts** Steve Pete Susan J. Sledon Tom Brown

Contributors – (\$500.00+)

Adam Loran Adam Schiro Alicia Cortez Armine Gondaycio **Bridgette Perez**

Cal Door & Drawers Inc

Chris Rebboah

Clos LaChance Winery

CommonWealth Central Credit Union CommonWealth Central Credit Union Common Comm

Community Foundation of SC County $^{\mathrm{Tambro}}$ Inc Connie L. Hall

Derek Picarco Dia Hoshida Gabriela Galarza Gilroy High Wrestling

Gilroy Soccer

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Guadi Lucca **Guglielmo Winery** Jeff Perkins

Joshua Shumsky Judy McBrearty Kelly Cruz Kimberly Tucker

Las Animas Elementary HSC

Liliana De La Torre Lvdia Desimone Morgan Hill Community Foundation Mariachi Mexico

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MG Constructors & Engineers

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County

Nishith Shankar

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Rosv Segura

San Benito Office of Education

Sara Ramos

South Bay Buffalo Soldiers

Motorcycle Club

South Valley Oral and Facial

The Charities Aid Foundation of

America

UC Components Inc Valerie Valdivia

Van Nuys Rebekah Lodge #239

Veterans of Foreign Wars Vincent Van DDS Inc.

Zain Yahya Zulal T. Ozel

Program Funders – (\$250.00+)

Albert King Aman Rajhans **Angela Crawley Betty Sauer** Brian Moran Brianna Balanesi

Bright Horizons School

California International Airshow

Salinas

Candace Lattyak Christina Aquirre Corina Sapien **Debbie Smith** Danielle Maino Dorcich Winery Edwin Diaz

Gilroy Firefighters Local 2805

Girish Apte Jesse Ramos

Kathleen H. Jorden Latino Family Fund Lisa & Dave Sheedy Livermore Valley Arts Lone Star Landscape Inc

Lucv Alvarez Maria Portillo

Marin Lodge #200 IOOF

Mark Somera Merced Montes

Milo's Meat Shop/Carniceria

Monica Kirkorian

Morgan Hill Wine Trolley

New Hope Community Church

Nina Rae Staging Paul Milleson Phil Fortino

Polo Ralph Lauren Renee Robles

Robert Rivas

Our Supporters

Program Funders – (\$250.00+)

San Jose Sharks

Saratoga Lodge #428 IOOF

Solis Winery Starbucks Susan Oakes

The Church of Jesus Christ of Latter- Isabella Rebekah Lodge #17

Day Saints

The Vineyard Preschool

Tony Marandos Trulee Message Yasmeen Mentani

Friends - (\$100.00+)

Adrian Garcia Adriana Flores Alma Mendez Alyssa Garcia Analilia De La Torre

Anette Davide Annette Davide Agui Cal- Mex Barbara Rosenberg

Bay Rock Lodge #300 IOOF

Big Basin Vineyards

Bill Gordon Bill Miner **Blake Barrios**

Burrell School Vineyards

Cal Color Growers

Capital City Rebekah Lodge #160

Carolyn Jones

Catholic Charities of Santa Clara

Chris Borch

Christina Andrade

Cupertino Federated Women's Club

D.C Tucker Debbie Flores **Dolores Grissom**

Elsa Dahl Erin Gemar

Excel CNC Machining

Fabian Morales

Fine Arts Museum of San

Francisco

Francis Baldevarona

Greg Archuleta

Hermenia Rebekah Lodge #49

Jacquelin Compton Jacqueline Brown Jamie Santiago Jane Unland Jeannie Kilekas

Jeff Bocchicchio Jenifer Hussey

Jennette Foreman

Jesse Silva Jesus Trevino Joana Ireguas Karen La Corte Karen McDowell Karen Miles

Kathleen Jordan Kathy Kramer **Kelly Ramirez**

Kirigin Cellars Kyle Billups Lacy Sullivan Ladera Grill

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Maria Rivera Marie Blanklev

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Mary King

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Nancy R. Enzminger Nob Hill Foods Gilroy

P & V Winery Pedro Avila

Pelle Heating & Air

Penelope Lockhart

Raquel Avila

Rebecca Burdett

Renee Garcia Rigo Vargas

Robert V. Rowland

Rowan Briggs

Sandy Ludlow Serena Misley

Sherry Pruitt

SPENGA Los Gatos Stephanie Carreor

Steven Grier

Steven O'Sullivan

Sylvia Montes

Tahoe Donner Ski

The Odd Fellows Hall

Association of San Francisco Inc.

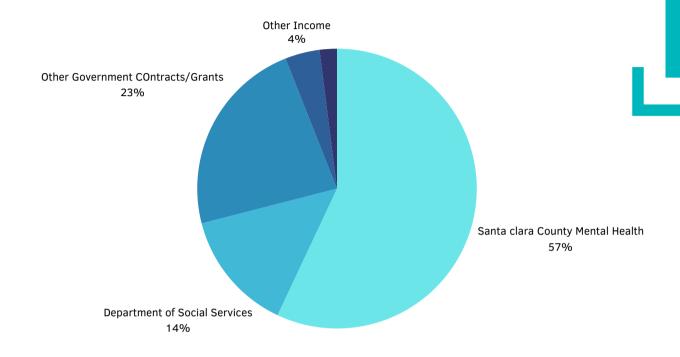
The Wine Tutor Tina Tovar

Tom Fischer

As we reflect on the past year, we are filled with gratitude for the incredible support from our donors, sponsors, volunteers, and community partners. Your generosity and dedication have made a lasting impact, allowing us to continue our mission and serve those in need. We couldn't do this without you! Thank you for being a part of our journey and for making a difference in so many lives. Here's to another year of growth and positive change!

Financial Summary

Audited Revenue FY2023-2024



Revenues	Amount		%
Santa Clara County Mental Health Department of Social Services Other Government Contracts/Grants	\$	18,658,286	57%
	\$	4,506,203	14%
	\$	7,689,894	23%
Other Income	\$	1,198,664	4%
Contributions/Support		798,847	2%
Total Per Audit Report	\$	32,851,894	100%

Financial Summary

Audited Expenses FY2023-2024

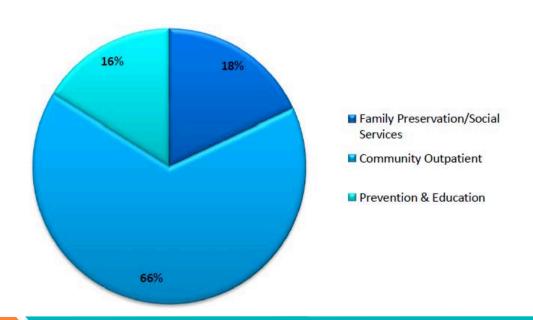
Fund Development

-				• • • • • •
Expenses	Ar	mount		• • • • • •
Fund Development	\$	603,968		
Administration	\$	4,822,605		
Programs	\$	24,339,555		_
Total Per Audit Report	\$	29,766,128		
Family Preservation/Social Services	\$	4,395,769	18%	
Community Outpatient	\$	16,015,729	66%	
Prevention & Education	\$	3,928,057	16%	
TOTAL	\$	24,339,555	100.00%	
			_	\$24,339,555
	\$4,8	322,605		
\$603,968				

Program Expenses

Administration

Programs



Contact us

408.846.2100

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1600 W. Campbell Ave #201 Campbell, CA 95008

> 1850 San Benito St Hollister, CA 95023

www.rcskids.org

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