



2019

ANNUAL REPORT

**LINCOLN**  **FAMILIES**  
CHANGING LIVES  
STRENGTHENING COMMUNITIES

## A LETTER FROM OUR CEO

# In March, all of our lives changed.

Civil unrest, extreme weather, and fires have all compounded a global pandemic that has sickened and killed thousands, shattered the economy, forced millions out of work, and sent children home from school to learn. When I became CEO almost two years ago, I could never have imagined that I'd be leading Lincoln through such an unprecedented time, nor that our community would provide such extraordinary support when Bay Area children and families need us most. There are no better words to express our gratitude than a heartfelt thank you.

Right away we knew that the children and families we serve, already experiencing poverty and trauma, would face disparate health, financial, and educational impacts from COVID. The crisis has shed a light on what we at Lincoln have always known—that our most vulnerable communities do not have broad and equal access to basic physical and mental health services, educational and technology supports, or robust community resources. Finding ways to keep children and families connected, helping them heal from racial trauma, and holding ourselves and the systems we work in accountable for dismantling systemic racism are more important than ever. We have responded as we always have over our 137-year history, quickly and flexibly re-tooling our services to meet the impending and changing needs of our community.

And then, you stepped in. Donors, foundations, corporate funders, and government partners all stood with us in deeply significant ways. Thanks to you, Lincoln has kept each and every program operational at a time when many non-profits have had to reduce or close programming. With an unwavering faith and belief in our services, you provided support that saved lives and changed the trajectory for countless families.



As always, Lincoln immediately invested your contributions, and will continue doing so until “after” COVID and beyond. In this report, you’ll see your investments in action, supporting the essential foundations of our work:

- **Connection:** Lincoln’s Oakland Freedom Schools held its very first virtual camp this summer, focusing on the program’s core of building strong connections with youth, families, and the community to close the opportunity gap and create a protective buffer from isolation;
- **Healing:** Through a new ACEs (Adverse Childhood Experiences) Aware grant supported by California’s Surgeon General Dr. Nadine Burke-Harris, we have begun offering state-wide trainings on PAINT®, an innovative expressive arts program that facilitates healing from traumatic experiences and decreases the impact of multigenerational health disparities from chronic toxic stress;
- **Cultural Humility:** In the last few years, Lincoln has increased its efforts to address racial disparities and inequities. Our employee equity teams have led the way in both reflective processes and action steps that help shift the ways we show up for each other and for the families we serve. Those efforts have only deepened in the last few months with civil unrest and disparities becoming all the more apparent and pronounced.

We feel immense gratitude coupled with immense responsibility. We have much critical work to do, and with your essential support, we can continue impacting real change—for youth, families, and communities. We couldn’t do this without you. Thank you for being part of the Lincoln family.

In Community,

A handwritten signature in blue ink that reads "Allison S. Becwar".

**Allison Staulcup Becwar**, LCSW, President and CEO

## BOARD OF DIRECTORS

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Allison Staulcup Becwar, *CEO*



# Partner with us

## GET INVOLVED

We'll work with you to figure out the best way to engage that works for you. From providing programs with essential supplies to supporting our future ROOT 21 event, you can make a difference to so many!

Follow us @Lincoln1883 on Facebook, Twitter, Instagram, and LinkedIn to receive the latest news, events, and Lincoln updates.

Give online at [LincolnFamilies.org](https://LincolnFamilies.org). From auto-monthly options and company match opportunities to honorary tributes and legacy giving, it's never been easier to give back.

## ROOT UPDATE

After the shutdown, we, like so many organizations, made the decision to postpone our spring fundraising event. Now that living within the constraints of COVID have begun to stabilize, we have slowly turned our attention to planning ROOT for next year. Please save the date for our April 23, 2021 event where we'll take time to celebrate Lincoln's front-line work to address poverty and trauma, provide COVID-relief for families, and disrupt racial inequities in our communities. Details will be finalized around how the event will be held and they will be shared over the next few months.

MANDELA DISTRIBUTION



# 2019–2020 in Review

## **FREEDOM SCHOOL SUMMER**

Every summer, the magic of Oakland Freedom Schools comes alive. During July 2019, 118 scholars participated in the six-week program, enjoying daily programming including morning Harambee!, integrated reading instruction, afternoon enrichment activities, and Friday field trips. As always, scholars on average gained a one-year increase in instructional reading levels. A mere 12 months later, Freedom School launched a virtual summer camp program for the first time in Lincoln history.

## **ANTIOCH COMMUNITY HUB**

Our resource hub at Park Middle School in Antioch kicked off its second year of programming with the start of school in August 2019. Students were connected to resources to support strong academic success and families were offered programs in parenting, school system navigation, economic empowerment, and mental health counseling. This spring, school closures forced a pivot to remote program delivery. Demand for services skyrocketed, and 585 services were provided by telephone and video calls in the first two months of shutdown alone, addressing basic needs and wellness.

## **WEST OAKLAND PROGRAMMING**

In September 2019, we celebrated the grand opening of our Mandela Family Resource Center (MFRC), located on the historic 7th St. corridor of West Oakland. The Center is supported by our Neighborhoods Ready for School (NRFS) Initiative, which builds the capacity of nonprofit partners to provide supports to strengthen families of children ages 0–5 and prepare them to achieve in school. The MFRC provides resources to all ages, including workforce development, technology access, and safety-net supports, and served an unprecedented 1,331 children and families in their first five months of programming. Since the pandemic began, collectively, the MFRC and NRFS partners kicked into high gear, providing 1,849 families with food, laptops, and diapers, and other essential supplies from April to June. These outcomes demonstrate the power of our NRFS work in creating even greater community impact through growing the capacity of neighborhood partners.

## **KINSHIP SUMMIT**

Lincoln held its first Kinship Policy Summit in November 2019, with over 100 attending to discuss findings from a statewide analysis of kinship care and the impact on families and relatives who care for children in and out of foster care and probation. For each child in foster care, there are 6 children living with a relative—most of whom have little access to resources, support, and legal protections. Nearly a year later, a follow-up forum was held online to discuss the state of hidden relative foster care specifically in Alameda County.

## **PANDEMIC SHUTDOWN: TELEHEALTH RESPONSE**

At midnight on March 16, 2020, in observance of Bay Area shelter-in-place orders, Lincoln closed all four of its offices in Alameda and Contra Costa counties. Lincoln quickly sprung to action, shifting to a telehealth model to provide essential mental health services, and creating a Community Resource Website for families, staff, and communities to access important information. A shutdown that initially was meant to last three weeks, continues on through today. Lincoln's programs are critically important, and through the pandemic we have served more children and families than ever before.

## **CRISIS-RELIEF & TECH SUPPORTS**

Between March and May 2020, Lincoln launched multiple campaigns to raise funds for providing disparately impacted youth and families with food, essential supplies, and technology supports for learning and accessing Lincoln services. Community and funder response was extraordinary, helping Lincoln raise more money and garner more support in three months than normally is raised in nine. With continued issues impacting families from technology access to fears around the ending of eviction moratoriums and government assistance, Lincoln's fall fundraising efforts will be critical to providing families with ongoing crisis supports.



# Impact

**Lincoln disrupts the cycle of poverty and trauma, empowering children and families to create strong futures.**

**41,400** lives impacted through programs, partners, training, and outreach *(up from 29,120 last year!)*

## IMPACT IN ACTION

Since the pandemic began, we've seen many COVID silver linings emerge. Greater awareness now exists of disparities in access to mental health services, educational supports, and community resources faced by communities of color. Another silver lining was our staff's ability to recreate the beautiful experience of Freedom Schools online and include even more families through the process. We've worked hard to have just the right staff and leadership in place to meet the challenges of this crisis, and worked equally as hard to ensure that children and families have what they need during this most challenging of times. Our team is constantly assessing and tracking the progress of our programs to ensure we are meeting outcomes and, more importantly, supporting youth and families so they can thrive and build strong futures.

## LEARN

We provide supports to students in pre-school through high school to remove roadblocks and engage learning, improve attendance, love reading, and thrive academically. During the shutdown, our EXCEL Hayward team stepped up in extraordinary ways, providing supports for students with special education needs to effectively transition to distance learning.

**100%** of teachers reported that students supported by our EXCEL team met their learning goals.

## BELONG

We deliver preventative, individualized, and comprehensive family programs to strengthen stability and permanency, provide social and emotional supports, and build sustainable support networks. Social distancing and lockdowns have made our services more critical than ever to address increases in family stressors and spikes in abuse, neglect, and in some cases, the traumatic removal of children from the home.

**100%** of youth in our Intensive Home-Based Services program stayed in their homes or placements.

## THRIVE

We go where youth and families are to provide supports for healing, connecting to resources, and creating economic mobility for the future. We are deeply troubled by the disparate impacts of COVID on learning loss experienced by students of color. Our Oakland Freedom Schools virtual summer camp was critical to addressing this through programming for students and families struggling with increased anxieties, and creating virtual safe spaces for learning, social-emotional skill building, and mental health supports.

**95%** of parents reported: "Freedom Schools helped my child prepare for school."

## FAMILY COVID RELIEF...THANKS TO YOU!

**3,995** families provided food supports and essential supplies.

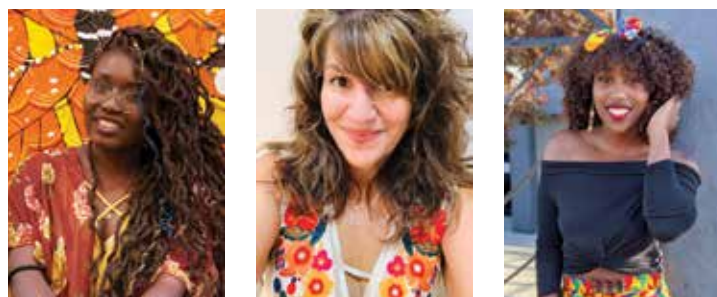
**303** families provided Chromebooks for online access.

# Meet Our Equity Teams

In 2015, Lincoln began a journey of taking on our own internal structures and processes to assess them through the lens of equity. In order to disrupt harmful power structures and build a culture of transparency and shared decision making, the Equity Teams were developed by and made up of direct service and support staff (Employee Equity Council/EEC) and management (Manager Equity Team/MET). These teams have taken on the critical role of interrogating Lincoln's structures, and helping to design policies and practices that move Lincoln towards an equitable working environment.

DEI (Diversity, Equity, and Inclusion) goals have been woven throughout our Strategic Plan, including creating promotional pipelines for staff of color, engaging in systems change at both the micro and macro level, adopting more equitable policies and practices, and bringing more awareness and advocacy to racial disparities. These equity efforts are works in progress and require constant attention and nurturing to move the needle forward as it informs Lincoln's work with youth, families, and communities.

The EEC is committed to maintaining a governing body within Lincoln that will focus on, advise Senior Management Team (SMT) around, and hold the agency accountable for actualizing racial equity, fostering intersectional mindfulness, and prioritizing the needs of front line staff in organizational planning.



**Lee Porscha Moore, Mona Boboc, and Jade Curry** are all employees who wear multiple hats at Lincoln. In addition to their roles in Therapeutic Behavioral Services, HOPE Contra Costa, and West Oakland Initiative, respectively, they also are integral members of the Employee Equity Council. As Equity Liaisons for the EEC, they have shepherded the agency's Equity Plan, promoted reflective processes in decision making, and collaborated with multiple groups throughout the organization to lift the voices of their colleagues.

Here's a snapshot of the structure, goals, and future priorities of the EEC...

Through six sub-committees (Data, SMT, Communication, Budget, Board, and Training), the EEC aims to engage leaders from all "levels of employment" in equity focused leadership to address issues across the organization, and stewards the agency's Equity Plan focused on the following goals:

**Increase** retention and decrease turnover;

**Offer** competitive and equitable compensation; and

**Support** manager effectiveness.

*"We cannot live our mission if we're not centering the voices and needs of our staff and those that directly serve our community into both short and long term decision making."*

As Lincoln continues to deliver virtual telehealth services, Equity Teams are focused on bringing an equity lens to providing culturally-responsive support to youth and families during the pandemic. Work groups have been created to address the logistical considerations around re-entry, including examining the ways in which Lincoln can balance the diverse, and increasingly critical, needs of families with the needs of staff who are managing around-the-clock support of their own families. In addition, the work groups are advocating around the safety needs of staff and those we serve who have immune sensitivities or special accommodation needs.

The role of the Equity Liaisons is essential to Lincoln's journey towards equity, which requires reflection, dialogue, and time. By creating dedicated roles and spaces to listen to and value the voices of all Lincoln staff, and by challenging existing organizational norms, the Equity Liaisons uphold a courageous dedication to equity that perseveres even in the face of new and unexpected challenges.

We're committed to not only sharing our impact and outcomes but also our financial information with you.

**85 cents of every dollar go directly towards programs impacting children and families.**

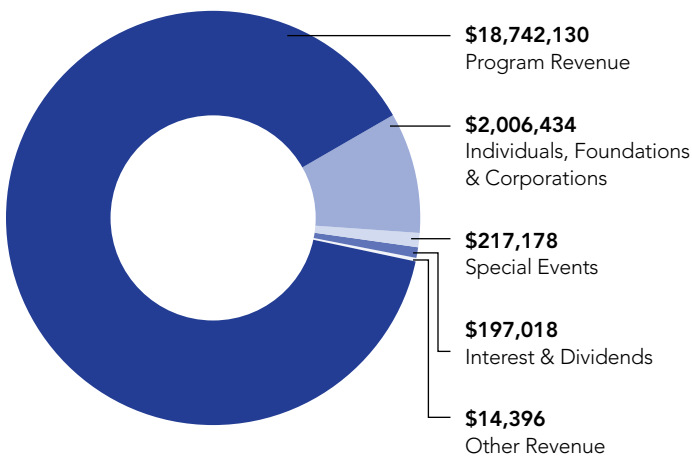


# Financials

FISCAL YEAR 2019 (July 1, 2018–June 30, 2019)

## Support Income

**\$21,177,156**

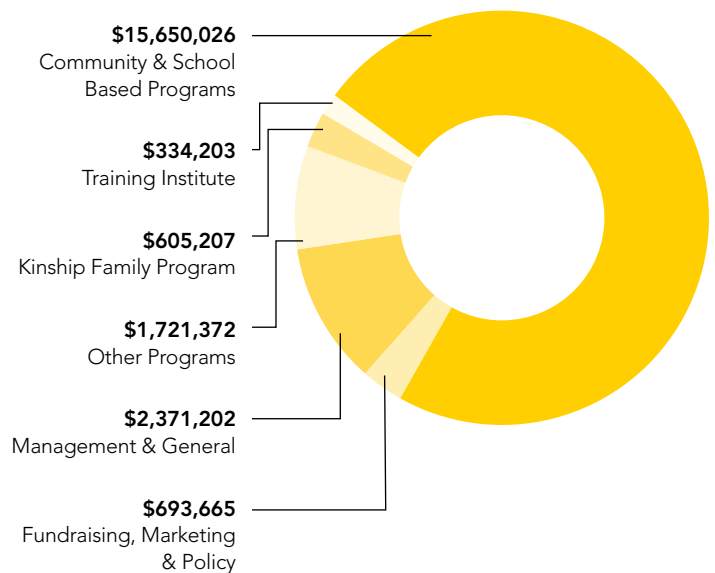


## Net Assets

**\$15,496,321**

## Expenses

**\$21,375,675**





# Charity Navigator 100/100 Encompass Rating

We're so excited to announce that Lincoln has earned an 100/100 rating on Charity Navigator for effectiveness and transparency in finance and accountability. Donors and funders can give with confidence knowing that their support will be invested immediately and responsibly into Lincoln's transformative programs impacting economic mobility, healing from trauma, and resource access for thousands of Bay Area youth and families.



# In Gratitude

## \$100,000+

Alameda County BHCS  
Alameda County HCSA  
Alameda County  
Probation  
Alameda County Social  
Services  
Contra Costa Behavioral  
Health Services  
First 5 Alameda County  
Hellman Foundation  
Holmgren Charitable  
Lead Trust  
Oakland Fund for  
Children and Youth

## \$50,000+

Ann Martin Children's  
Center  
Contra Costa County  
EHSD  
Kaiser Permanente  
Sunlight Giving  
Zellerbach Family  
Foundation

## \$25,000+

Bainum Family  
Foundation Fund  
California Foundation for  
Stronger Communities  
Contra Costa Regional  
Health Foundation  
Oakland Unified School  
District  
Prevent Child Abuse  
California  
S.H. Cowell Foundation  
Turnley Continuation Trust  
Walter & Elise Haas Fund

## \$10,000+

Bernard E. and Alba  
Witkin Charitable  
Foundation  
Daffodil Flower Group  
Dean and Margaret  
Leshner Foundation  
David de Figueiredo  
Insurance Industry  
Charitable Foundation,  
Inc.

Kenneth Rainin  
Foundation  
Morris Stulsaft  
Foundation  
Cynthia Prince  
Rite Aid  
The Clorox Company  
Wells Fargo Bank

## \$5,000+

Albertsons Foundation  
Kevin and Essie Asher  
Barrios Trust  
Mary Lee Becwar  
Chi Psi Berkeley  
David DeSilva  
Warren and Kim DeSouza  
Ernst & Young  
Ivan and Janine Fujihara  
Neil and Diane Goodhue  
Head-Royce School  
Tom and Elizabeth Henry  
Jack & Jill of America, Inc.  
Tri-Valley Chapter  
June and Julian Foss  
Foundation  
Dante and Lisa Robinson  
Beverly Sereda  
The TJX Foundation

## \$1,000+

Anonymous  
Brian Bainum  
Randall Block and  
Catherine Egelhoff  
BTR Capital Management,  
Inc.  
First Republic Bank  
Gallagher Chapman  
Susan Gallardo and Mark  
Freitas  
Carole Hagglund  
Tammy Hansen  
Jefferson Hilliard  
In-N-Out Burger  
Foundation  
Vicki King  
Larry and Suzanne  
Margerum  
Marjorie Mosher Schmidt  
Foundation

Tom and Suzie Meier  
Kirsten and Mark Melton  
Nathan Moncrief  
Oakland Literacy  
Coalition Inc.  
Brian Outland  
Sheetal Patel and Nithin  
Reddy  
Andy and Ami Peay  
Barbara and William  
Peterson  
Port of Oakland  
Steve and Karen Roland  
Paul and Dawn Roma  
Elliott Sernel  
Pallavi Sharma  
David Shnapek  
Greg Welch

## \$500+

Chris Becwar and Allison  
Staulcup Becwar  
Anna Binder and Brian  
Dunn  
Xochi Birch  
Kerry Francis  
Dr. Elio Gizzi  
Gregor and Marylou  
Greig  
Richard Jackson  
Carrie Kim  
Kathleen and Thomas  
Martinek  
Autumn and Chip  
McDonald  
Gretchen Metzberg  
Carl and Dolores  
Monismith  
Forrest Oglesbee  
Elizabeth Simms  
James and Marilyn  
Stonehouse  
Beverly Thompson  
United Way Worldwide  
Heidi and Joseph Van  
Yang  
Ye Wang  
Bryce Winkler

## \$100+

Morgan Asher  
Walid Assef  
Kristi Babb  
Peter Bennett  
Jay Berlin  
Carla Betts  
Mayim Bialik  
Dr. Harvey Bilik  
Jacqueline and Daniel  
Boggan Jr.  
Catherine Boggs  
Linda Brown  
Norm and Bea  
Bustamante  
Mariel Cepeda  
Rita Cepeda  
Bob and Sally Church  
William and Kathleen  
Claussen  
Mitch and Sue Cohen  
Sally West and P.G.  
Compton  
Steven Contreras  
Deanna and Walter Cope  
Kaye Cranston  
Mark Culkins and Oscar  
Rivera  
Richard and Susan Curry  
Katie and James Daire  
Sharon Decker  
Bing Estrada  
Donna Fletcher  
Lisa Gedigian and Jack  
Deslippe  
GEI Consultants  
Kazan, McClain, Satterley  
& Greenwood  
GSI Environmental  
Dayy Hall-Reeder  
Rebecca and Christopher  
Hanif  
Diane and Harold Hill  
Donald and Adrienne  
Hillebrandt  
Andrew and Julie Hybl  
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Gail Kavanagh  
Patricia Lee  
Iola Lee  
Sandra Levin  
Esmeralda Marquez and  
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Burcin Can Metin  
Ereca Miller and John  
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Erik Nix  
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Francine Ostrem  
Anil Patel  
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Flo and Paul Raskin  
Paula Reinman  
Mary Rudser and Don  
Gonzales  
Michael Semsy  
Wade and Virginia  
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Anna Shimko  
Ellen and Gary Sirbu  
Donna Snow  
Roger Solin and Stacey  
Smith  
James and Karen  
Staulcup  
John and Neda Thiele  
Judith Tornese and Jerry  
Winters  
Xoledad Torres  
Ryan and Joanna  
Trammell  
Maggie Trumbly  
Janice Tucker  
Silvia Verdusco  
Brooke Welch  
Elizabeth and Donald  
Wells  
Debbie Williams  
Troy and Christy Winkles  
Lucinda Wirth  
Alan Wolf  
John Wright and Ruth  
Kiskaddon  
Jessica Wynn-Grant

Every effort has been made to ensure the accuracy of these listings, reflecting contributions received from July 1, 2019 to June 30, 2020. We regret any errors or omissions. Please phone 510-542-0345 with any corrections.





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# We are Lincoln Families

