



Annual Report

Celebrating 45 Years of Service to Children, Youth and Families

2020-21

A Message from the President of the Board

"Adopting one child from foster care won't change the world. But for that child, the world will change."

Dear Family Builders families, friends and community,

I am proud to be the President of the Board of Directors of Family Builders.

My connection to the Family Builders community is a very personal one. In 2006, together with my husband, we adopted twin boys through Family Builders. This has been a life changing decision for us, bringing joy, challenges, pride, tears and all other emotions that come with being a family. We are eternally grateful to Family Builders for helping us all along this journey and I am grateful to have the privilege to serve their cause. I follow in the footsteps of Les Pappas, immediate previous President, whose contribution has been inspiring. We are happy to have him on the board.

This year is Family Builders' 45th year of providing services to children and youth in foster care and the families who care for them. As we reflect on this anniversary milestone, we want to acknowledge and celebrate the many contributions that Family Builders has made to each and every child and family we have served. But Family Builders' mission extends beyond this: I am proud to belong to a community that has contributed to the broader child welfare field, making it more inclusive and accessible. Family Builders has had a voice and influence in the many policy and strategic initiatives that have occurred locally and nationally for 45 years and will continue its positive mission in the years to come. This means, very concretely, creating more families for children.

We manage to do all this thanks to the dedicated and devoted staff at Family Builders. Tenure of many of our staff members -- as long as 37



Jindra (left), husband Franck, and their two sons

years and many, over a decade -- speaks greatly about the noble cause of our organization. On behalf of the Board of Directors, I extend special congratulations to executive director Jill Jacobs for her 25 years of service. Under her leadership Family Builders remains unfalteringly mission focused, building families for children and youth in foster care.

In closing, I would like to acknowledge every donor, volunteer, and community partner, and above all, every family and caregiver, who contributes to Family Builders' efforts to ensure that no child leaves foster care without a loving permanent family.

Thank you for generous support. It's about the children.

Warmly,

Jindra Vackar

Jindra Vackar
Board President

Silver Anniversary: Celebrating 25 Years at Family Builders

This year marks my 25th anniversary with Family Builders. It has been the greatest honor and privilege of my career to lead this wonderful organization. I came to the agency in 1996. Things looked a bit different in 1996 than they do today.

In 1996, the Spice Girls had the number one hit; Madonna became a mom and Tupac passed away. The Macarena was all the rage and the Fresh Prince of Bel-Air aired its final episode. The price of gas was \$1.23 a gallon.

At Family Builders when I arrived, we had four board members and five staff. Our offices were in an old Victorian house. We had no computers, no email, no voicemail and no internet. Social workers hand-wrote their 20 page homestudies and handed them to the secretary to type. Phone calls were answered individually by social workers.



Baby's first trip to the office 1996

I submitted my resume and cover letter from my self-correcting typewriter—and I thought I was hot stuff having this machine.

In the world of adoption, there were several historic changes about to happen. Then President Clinton had just signed the Multi-Ethnic Placement Act. This legislation turned the world of adoption upside down. Prior to this time, the best practice in adoption was doing same race placements. This meant many children of color were lingering in foster care. This legislation meant adoption providers needed to change some practices. Family Builders adapted to this well, other folks not so much. We take pride in preparing families for transracial adoption.

There was also no mention of lesbian, gay, bisexual and transgender folks adopting or providing foster care. Some agencies, including Family Builders, did it with a don't-ask-don't-tell approach. I did not intend to become an LGBT advocate when I took this position. However, before I got to my second meeting with the board of directors, regulations had been promulgated to prevent LGBT families from adopting in California. It was at this board meeting that I informed the board I would be providing public testimony against these regulations. There were 125,000 children in foster care and an entire community of folks who wanted to be parents—this made no sense. We have since become fierce advocates for the needs of LGBT families and youth involved in the child welfare system, locally and nationally.

On a personal note, in 1996, unbeknownst to me at the time, my youngest daughter was born.

So, what has happened since then? The agency now has 35 staff. We have moved three times to accommodate our growth. The board of directors has 15 members. We have technology! We no longer employ secretaries. Our budget has multiplied and multiplied. We went from having one government contract to having ten in addition to private and foundation funding.

Most importantly, we continue our commitment to serving the children who need us the most, including children of color. We have added specific programming to meet the permanency needs of

older youth and LGBTQ+ youth in foster care; so that no child leaves the foster care system without a loving parent. We have developed model programs that can be replicated in other settings. We are national leaders providing training, consultation and advocacy around the country in these areas. We have been a part of many regulatory and legislative changes that have improved the care and support of LGBTQ youth.

In 2006, Family Builders, in partnership with Better World Advertising, launched the first adoption recruitment campaign in the country that featured images of lesbian and gay couples. We have continued this visibility ever since. We also developed a model program meeting the needs of Latinx and Spanish-speaking communities.

Family Builders has built out our scaffolding and grown our infrastructure, to continue to support programs and advocacy. The agency became nationally accredited in 2017.

Back to that personal note, the little boo who was born in 1996 came home to our family seven months later. In the years I have been at the agency, she and her big sister have grown up to become wonderful young women I am immensely proud of. They have both become advocates for the needs of children and youth in foster care.

While many things have changed at the agency and in the world around us, many things have stayed the same at Family Builders. The most important aspects of this amazing organization are the commitment and devotion to meeting the needs of children and families, that every person who is connected to the agency brings with them. This includes the phenomenal staff and leadership team who have come and gone over the years, but always maintain the ethos of the mission. This ethos is handed down decade by decade and is as strong today as it was 25 years ago.

Added to this is the board of directors who also bring their commitment to the children and families we serve. Many of our board members have lived experience with adoption and foster care. They bring passion and dedication in their role as board members. We continue to build collaborative relationships with partner organizations. This

makes us stronger and widens our breadth and depth of service delivery.

Finally, our families. You are the superheroes of Family Builders. We literally cannot carry out our mission without you! You step up year after year to help and to hold the pain of the trauma our children have experienced. You stay the course through all the tantrums of small children and the obstinateness of teenagers, the sleepless nights and the worry and fear that comes with parenting. You relish the achievements and milestones and persevere through the years, to be sure your child knows they are loved and safe and can be healed.

Thank you all for joining me on this journey.

With much appreciation and gratitude

Jill Jacobs

Jill Jacobs
Executive Director



Baby all grown up, June 2021

Three Sisters Find a Forever Family

Reunited during the COVID-19 pandemic

It's a very special family that chooses to adopt a child, and then embraces a sibling group of three. Lucinda and Heather had been together for ten years and married for two when they made the exciting decision to build their family through adoption. They met their future daughters while making crafts at the Family Builders Holiday Party in December 2019.

Building relationships: At ages ten, eight and six, the three sisters had been in foster care for over a year. Their most important relationships were with one another; they needed to be together. Once all three reunited in the home of their new moms, the two younger girls, Camiya and Mercedes, agreed they wanted to be adopted. Candace, the oldest sister, took a little longer, needing reassurance that the new family would stay in close contact with their other siblings. When all was resolved, the girls questioned why permanency social worker Susy continued to see them after the family came together. "You have done your job, so why are you still coming?" Susy was there to take photos



when Lucinda, Heather and their three daughters officially became a forever family in May 2021.

Building a family life together: All five quickly adjusted to being a bigger family, moving to a house in the East Bay with a bedroom for each girl. At first the sisters would not talk about the future, for fear plans would change and be ruined. Now their dreams are blossoming. Candace attended SOAR (Success Oriented Achievement Realized) summer camp for the first time and loved it. Camiya started dancing lessons; Mercedes' favorite hobby is skateboarding. As well as being SF Giants fans together, one favorite family pastime is creating TikTok videos. All are doing fantastic in school. Lucinda reports "It's funny, the girls actually talk a lot about going to college. But then they always say they are gonna stay home and never move out."

Teamwork at Family Builders: Family Builders' staff collaborated to make dreams come true for the three sisters and their adoptive parents. Foster/Adoption social worker Alia summarizes "This family's success shines light on teamwork, and support for caregivers...despite the uncertainties and the world pandemic."



Family of SF Giants fans at home together

Programs

Foster Care to Adoption is a core program at Family Builders: we support and prepare families through the process to meet the needs of children in foster care who need permanent families. Through **Adoption San Francisco**, Family Builders provides recruitment, preparation, and family evaluations for families interested in adopting children in foster care.



The Older Youth Permanency Project serves youth in foster care who need permanent families and the life-long supportive relationships necessary to successfully transition into adulthood. Family Builders provides permanency services to youth involved with the **Alameda County Probation system** and prepares and supports their family members to become caregivers.

Post-Adoption Support Services includes trainings, workshops, parent support groups; "Buddy Families" for mentoring and support, and community-building events for adopted children and families.

Family Builders administers **California Kids Connection** (CKC) the statewide online registry of children who need permanent, loving, adoptive families. CKC facilitates and strengthens working relationships of private and public adoption agencies, assists families with navigating the foster care and adoption system and provides post-adoption support and resources.

The **Youth Acceptance Project** (YAP) works with families who are struggling with the sexual orientation and/or gender identity/expression of their lesbian, gay, bisexual, transgender, questioning (LGBTQ+) and gender expansive children and youth. YAP prevents children from being removed from their families; reduces the time that children spend in foster care; and reunites children with their families.

getREAL California (Recognize. Educate. Affirm. Love) promotes healthy sexual and identity development for children and youth by improving the competency and capacity of both public and community based child welfare organizations. on a state and national level to to serve LGBTQ+ children in out-of-home care.



In 2020-21:

- **Foster Care to Adoption** programs served **71 children** on their way to adoption
- **104 children** and youth needing families were served by the **Older Youth Permanency** programs, as well as **30 youth** involved in the juvenile justice system
- **35 families** were supported by **Post Adoption Services** to keep their families strong
- **California Kids Connection** online adoption registry served **402 children** throughout California
- **34 families** participated in the **Youth Acceptance Project**, learning to affirm and support the sexual orientation and gender identity/expression of their LGBTQ+ youth. YAP model consultation and training is offered to additional communities across the country

Thank You!

Family Builders programs and services are made possible by your generous support July 1, 2020 - June 30, 2021

Individuals and Families

Anonymous
Anonymous in honor of Mary Adamson
Adam and Decima Brausa
Adrian Villegas
Aileen Bautista
AJ Mihalic
Alan Mark
Alex Mirkin
Alexa Johnson
Alexandria Cell
Allan Figi
Amanda Speidel
Amazon Smile
Amy Cell
Andrea Banuelos
Andrea Rease
Andreas Floratos
Angel Mina
Angela Grant
Angela Irvine-Baker
Angelina Maiorca
Ann Ludwig
Anonymous
Anthony Green
Antonia Nicols
Arthur J. Gallagher & Co.
Ashley Brauher
Ashley McLaughlin
Ashley Ota
Ashley Rose
Avital Andrews
Barbara White
Ben Doyle
Beth Peter
Beverly Williams
Billy Allen
Brandon Jones
Brandon Lee
Bret Schlussman
Brian and Donna Cahill
Bruce and Emily Tufeld
Callie Wong
Cara Mattson
Carl Peter "CP" Braestrup
Carlos Reed
Carol Johnson
Carole McNeil
Cary Graham
Cassandra Morford
Cecilia Krebs
Charles Hickox, Jr.
Chisara Ehiemere
Chris Jennings
Christina and Fred Dillemoth
Christina O'Donnell
Christina Tarzia
Cindy Weeks
Claire Iandoli
Corinne Limbach
Dale Zink and Howard Evans
Daniel Asimow
Daniel Borlik
Daniel Steger
Darina Neyret

David Pletzner
David Rengel
Debbie Mcintyre Buckalew
Deborah Clarett
Deborah Morrell
Dennis Sung
Dorothy Orr and Nancy Turner
Ed Tomezsko
Ehren Elder
Eknor Salaria
Elana Metz and Marlene White
Elizabeth Cotterell
Ellen Franzblau
Eric Sasseville
Eric Wiener
Eunice Chang
Eurencia Olmo
Eva Lesiak
Faraaz Saiyed
Farah and Victor Makras
Felicia Goldstein
Fred and Christina Dillemoth
Freesia Pearson
Garrett Hayashida
Gisgie Gendreau
Hannah Adams
Irenka Rudnicki
Isaac Jacobson
Isabella Jacobson
Jack Jacobson
Jackie Liu
Jaki Rangel
James Grigg
Jamie Crook and Lemeneh Tefera
Jane Nguyen
Jared Ellis
Jason Powell
Jeanne Woodward
Jeff Barron
Jeffrey and Nelly Stewart
Jeffrey Friant and John E. Nelson
Jen Stewart Smith
Jennie Kay Banta
Jennifer Faye
Jennifer Fuller
Jess Nolin
Jessica Fernandez
Jessica Walitt and Nicole Gyan
Jill Anderson
Jill Jacobs
Jillian Co
Jim and Bette Felton
Jindra Vackar and Franck Marchis
Joanne Brooks
Jo-Anne Rodriguez
John Hodges
John Moriarty
John Prescott
Jonathan Prugh
Judith Cohen and Malcom Gissen
Julie Barcklay
Kandi Lamar
Kanik Sem
Kath and Chris Tsakalakis

Katheryn Henspetter
Kathy Krumpel
Katie and Dan Talbott
Katie Sem
Kayla Bruin
Kealoha Haunani
Ken Altmann
Kent L. Sack, MD
Kerry Behan
Kerry Egan
Kevin Anderson
Kimberlee Aimi
Kirk Fong
Korth Sunseri Hagey Architects
Kosta Psaltis
Kristyn Jacobson
Krystique Bright
Lani Kai
Latrease Session
Laura Marlin
Laurel Scheinman
LeAnn Bischoff
Leilah Gilligan
Les Pappas
Leslie Silket
Leticia Gracia
Lillian Fujimoto and David Hampton
Lindsey Perrelli
Lindsey Smith
Lisa Baffoni
Lisa Grotts
Lisa Lomba
Lisa Melo
Lloyd Lewis
Luis Suazo
Luther Camp and Keith Burrell
Luz Fernandez
Lynn Johnson
Maggie Terry
Mahesh Patki & Brian Brown
Makiko Tada
Margot Brennan
Maria Gomes
Marina Peterson
Mark Hurwitz and Alan Yuen
Mark Randall and Christopher Saldivar
Marlo Cohen and Peter Wilmert
Marney Jones
Marta Keller
Martin Babler
Mary Beth Busby
Mary Curley
Mary Fadhl and Carl Burton
Mary McCaffrey
Matthew Edwards
Matthew Homier and Raymond McKenzie
Megan Shaw
Melissa Bottrell
Meredith Schuhmacher Jackson
Michael and Cynthia O'Leary
Michael Cabotaje and Percival Cueva
Michael Clark and Louis Hexter
Michael Crane
Michele Stedley

Individuals and Families

Mike Gunderson
Monty and Robbie Sullivan
Nancy Buffum
Nancy DeStefanis
Nancy Moore and Dennis Fong
Nas Zidane
Neil Alberg
Nikki Jones and Heather Gilligan
Patrice Hickox
Patrick Buckalew and Stacy Youngblood
Paul Starke
Penny Barron
Peter Howells
Phillip Weglarz
Prudence Carter
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Randy Morris
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Robin Kramer
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Russell Babka and Son
Ryan Pei
Samantha Kelman
Sandy Laface
Sarah Azim
Sarah Berg
Sarah Walker
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Scott Castelli
Shalene Rose
Shaun Pallardy
Shawn Reifsteck and Beth Kuenstler
Shirleen Reid
Sonia Oster
Sonya Dublin
Stephen Bassman
Sueann Mark
Suki Gear
Sungyun Jung
Susan Bordo
Suzi Scully
Sydney Rocamora
Talbot Moore and Vittoria Salmoiraghi
Tamara Keefe
Tanda Neundorf
Taylor Rachel Zachary
Tayna Carvalho
Terri Brauher
Thai Chu
Tianna Paschel
Tiff Mckee
TN Lam
Tom Hunter
Tom Rainey
Tony and Linda Youk
Tracey Broadhead Frith
Tucker Marshall
Valerie Potter
Vanessa George
Victor and Kathy Hymes
Victor Gill and Jodi Geniesse
Virginia Villegas and Daniel Zurita
Zachary Ackerman

Foundations, Corporate & Matching Contributions

Anonymous
Amazon
Arthur J. Gallagher & Co.
Benevity
Better World Advertising
Bernard E. & Alba Witkin Charitable Foundation
Bridge Bank, a branch of Western Alliance Bank
Century 21 Homefinders of Hawaii
Charity Gift Certificates
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New Deal Hospitality
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Paul and Katherine Morrow Foundation
Pacific Gas & Electric
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Schwab Charitable
The Driver Download
The Elder California Foundation
United Business Bank
Vanguard Properties/Brown & Patki
Villegas Carrerra, Inc.
YourCause, LLC Trustee For PG&E

Government Support

Alameda County Social Services Agency
Alameda County Probation Department
California Department of Social Services
County of Santa Clara, Department of Family and Children's Services
San Francisco Human Services Agency
US Department of Health & Human Services, Administration for Children, Youth & Families, Children's Bureau

Partnerships

San Francisco Safety, Opportunity, and Lifelong Relationships (SF SOL) Collaborative is a project funded by the California Department of Social Services and the City and County of San Francisco's Department on the Status of Women.

National Quality Improvement Center for Lesbian, Gay, Bisexual, Transgender, Questioning, and Two-Spirit Children and Youth in Foster Care (QIC-LGBTQ2S) at the Institute for Innovation and Implementation, University of Maryland Baltimore School of Social Work; funded by the U.S. Department of Health and Human Services, Administration for Children, Youth and Families, Children's Bureau.

getREAL (Recognize. Engage. Affirm. Love.) California, is a collaboration with the Center on the Study of Social Policy, in partnership with the National Center for Lesbian Rights (NCLR).

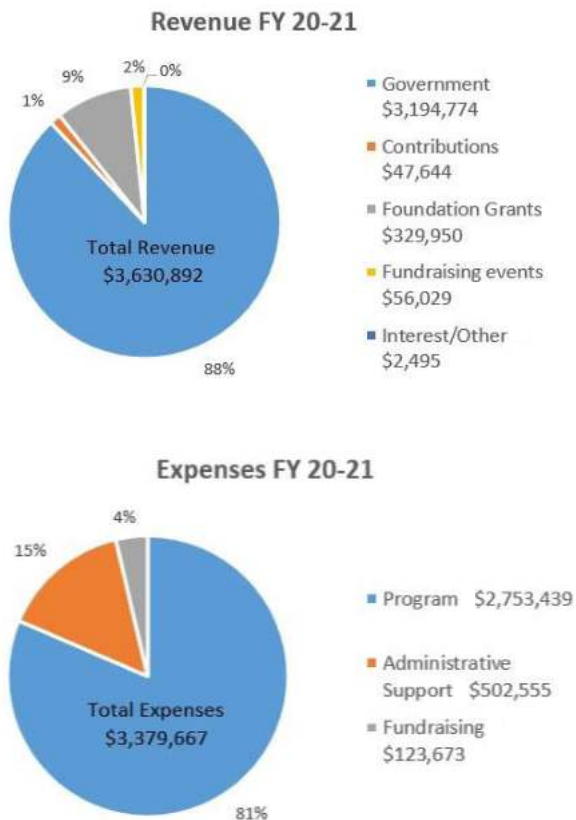
Donate to Family Builders



About Family Builders

Family Builders by Adoption believes that every child has the right to grow up in a permanent, nurturing family regardless of that child's age, race, ethnicity, gender, religion, sexual orientation, gender identity or expression, medical physical or emotional condition. Family Builders' vision is that no child leaves the foster care system without a permanent, loving and caring parent.

Financial Summary 2020-21



Board of Directors 2020-21

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Jindra Vackar, Vice President
Marina Peterson, Treasurer
Isaac Jacobson, Secretary

Adam Brausa
Deborah Clarett
Alexa Johnson
Nikki Jones
Nansi Kabonge
Talbot Moore
Trang Nguyen
Jorge Perez-Olmo
Carlos Reed
Casey Stewart
Jill Jacobs, Executive Director

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Save the date!

45th Anniversary Celebration
of Family

March 19, 2022

7:00 pm

Learn more

Change the life of a child in the foster care, **donate** today.