

# Annual Report 2015

## SUPPORT FOR FAMILIES OF CHILDREN WITH DISABILITIES



The purpose of Support for Families is to ensure that families of children with any kind of disability or special health care need have the knowledge and support to make informed choices that enhance their children's development and well being. Through fostering partnership among families, professionals and the community our children can flourish.





## From the Board President and Executive Director

Dear Friends,

About every five years, Support for Families takes a fresh look at our goals, and our progress towards reaching those goals, in a Strategic Plan. We listen to families, professionals, community partners, staff and board members. Together, we develop a plan that will guide our work for the next five years.

At the foundation of every Strategic Plan are our core beliefs. We believe that children with special needs can best grow and develop:

- **When each family determines their own vision for their family;**
- **When families, professionals, and the community at large have access to culturally and linguistically responsive information and resources;**
- **When families have opportunities to network with other families;**
- **When families, professionals, and the community at large collaborate to build a coordinated, family-centered system of services;**
- **When families partner in decision-making at all levels.**

Although we will always provide the information, education, and family-to-family support that has guided our activities since 1982, we recognize we also need to continue to focus on the big picture: working collaboratively with our partners to make San Francisco a place where all children belong, where every child and youth with special needs can learn, grow and thrive.

Watch for our new Strategic Plan, coming soon!

Sincerely,

Christopher Dehner  
President, Board of Directors

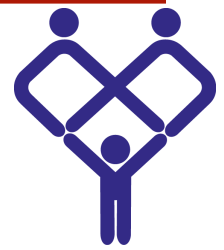
Juno Duenas  
Executive Director

## Support for Families Certifications

- **San Francisco Population-Based Family Resource Center for Special Needs** (First 5 San Francisco; Department of Children, Youth and their Families; SF Human Service Agency).
- **Community Parent Resource Center (CPRC)**, US Department of Education.
- **Parent Training and Information Center (PTI)** as part of the Northern California Region 4 Collaborative, US Department of Education.
- **Family Empowerment Center on Disability**, California Department of Education .
- **Early Start Family Resource Center**, California Department of Developmental Services.
- **Family-to-Family Health Information Center**, Family Voices of California.

Cover photo: Karen Baca

# Services and Reach



While working directly with families, Support for Families also collaborates with agencies and service providers in San Francisco and throughout California to improve the services and systems that affect families of children with special needs.

## SUPPORT FOR FAMILIES

Information ■ Education ■ Family-to-Family Support

### Statewide Collaborations and Projects

- **Family Voices of California (FVCA)** is a Family to Family Health Information Center of the US Maternal Child Health Bureau. SFCD serves as the coordinating agency for this coalition of California parent centers working to improve policies and systems of care for children with special health care needs. FVCA is a member of a national Family Voices movement. SFCD coordinates FVCA's annual Health Summit and Legislative Day as well as its **Leadership Project** that trains family members in advocacy.
- **Family Resource Centers Network of California (FRCNCA)** is a statewide collaboration of centers providing peer support for families of children with special needs. SFCD also coordinates FRCNCA's **Early Start Plus (ESP)** (formerly Prevention Resource and Referral Services ) to help family resource centers ensure the timely delivery of outreach, information, and referrals for "at risk" babies in the state.

### Family Resource Center

- Phone Line and Drop-in Center staffed by Family Resource Specialists
- Resource Library and Information Packets
- Parent/Professional Workshops, Clinics and Trainings for Caregivers and Professionals
- Assistive Technology Lab
- Support Groups
- Volunteer Parent Mentors
- Newsletter, Website, Social Media
- Annual Information & Resource Conference
- Case Management
- Child care while families receive services
- Recreational and Social Events for Families

### Local Collaborations and Projects

- **SF Inclusion Networks** is a professional development center working to advance the capacity of early care and education staff to create rich environments where children with and without disabilities learn and grow together.
- **Special Needs Inclusion Project (SNIP)** provides training and support to help after school programs create positive inclusive experiences for all children.
- **Help Me Grow (formerly the High Risk Infant Interagency Council)** brings together agencies for problem solving and systems improvement for children 0-5 with special needs.
- **Mission Promise Neighborhood.** Support for Families is a member of this collaboration based on the Harlem Children's Zone model. MPN is building a comprehensive, integrated framework of evidence-based services in San Francisco's Mission District aimed at student achievement and family economic security. SFCD is providing development screenings and links to early intervention services.



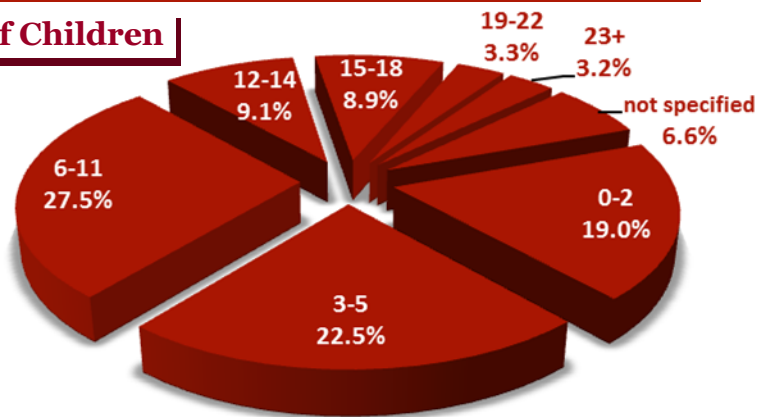
# Our Families



Chetan Takur

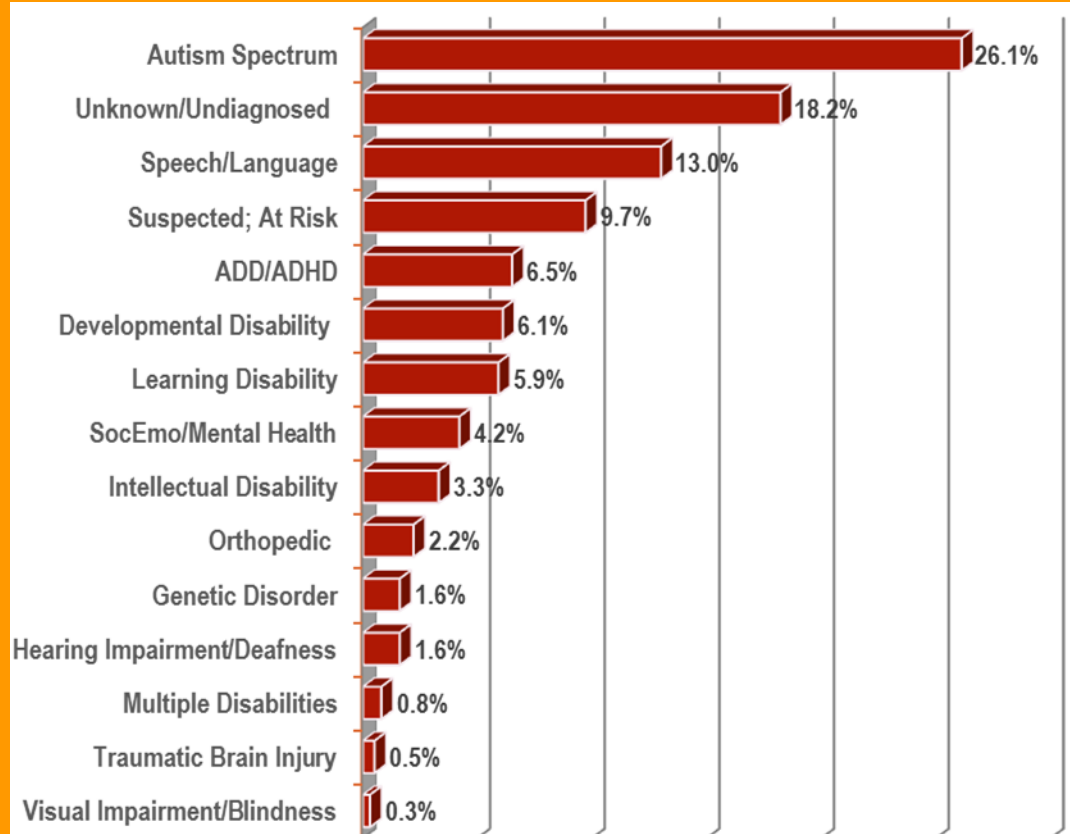
*Children with special needs and their families come from all walks of life and all income levels. Because Support for Families has no eligibility requirements, we can respond to families of children with any kind of disability or special health care need — and even when families just have a concern. The data below is from the 1,423 (unduplicated) families who had consultations with a Family Resource Specialist and/or attended a Support for Families event in 2015.*

## Ages of Children



## Primary Special Needs of Children

Based on 759 children whose families reported a primary need.

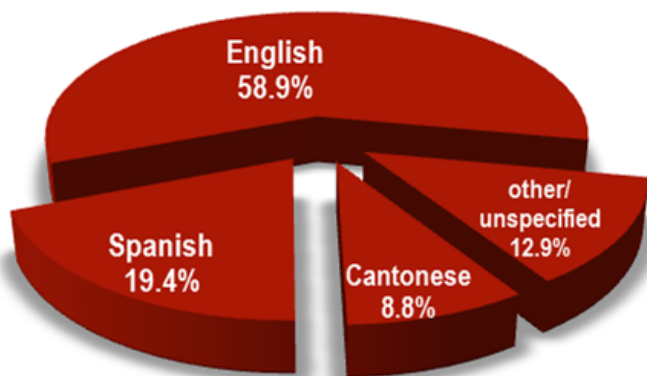


## Families\* tell us about the **impact** of Support for Families on their lives:

- ▣ 97.9% agreed or strongly agreed that the training increased their knowledge of their child's special needs.
- ▣ 95.7% reported that they felt more supported.
- ▣ 97.4% reported that they increased their knowledge of resources or services for their children.
- ▣ 94.7% learned strategies to advocate more effectively for their children.
- ▣ 95.8% reported that they increased their ability to communicate with professionals.

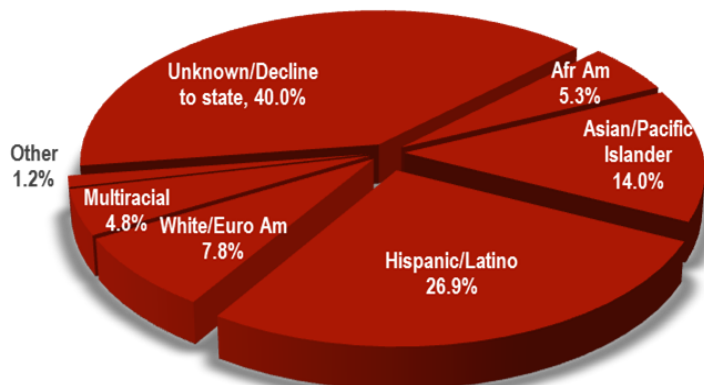
\* Survey responses from 190 family members who attended a workshop in 2014-2015. Respondents were primarily families living in low income neighborhoods and/or those who do not speak English as a primary language. Percentages are those who agreed or strongly agreed with the above statements.

### Primary Languages of Families



Joe Goyos

### Ethnicities of Families



Ketan Anjaria



Ketan Anjaria

# Information

Families raising a child with disabilities and professionals working with families need to understand their child's special needs and learn about resources. Support for Families offers several ways to obtain this vital information.

The Support for Families **Phone Line** and **Drop-In Services** at the Family Resource Center offer families and professionals information, resources, referrals and guidance. Family Resource Specialists provide information in English, Spanish, Cantonese, and Mandarin. Families have access to a computer on site, where staff members are available to help them find online resources.

**The Joan Cassel Memorial Library** at the Family Resource Center has more than **4,500 resources** that include books, periodicals, toys and media materials. Families and professionals can borrow materials free of charge. There is even an **iPad and assistive technology lending library** to enable children to try out assistive communication applications. The Library is open during drop-in hours at the Family Resource Center; the library catalog is also available online.

**Resource Packets** on specific topics such as Learning Disabilities, ADHD, behavior and autism provide another source of information; packets are available in three languages in print and online.

The quarterly **Newsletter**, available in **English, Spanish and Chinese in both print and e-news editions**, features articles relating to children and youth with disabilities and a pull-out guide with upcoming workshops, group meetings, and events.

The Support for Families **website** ([www.supportforfamilies.org](http://www.supportforfamilies.org)) provides

information on events at Support for Families and in the Bay Area, and links to resources from around the nation. A biweekly information digest includes community events, opportunities for input, news, and resources. And our

**Facebook** page ([facebook.com/supportfor-families](https://facebook.com/supportfor-families)) offers a great way for families to stay current with our events and share information with others. ■



Kevin Wong

- ▣ In 2015 Family Resource Specialists and social workers provided individualized information and support to **1,028 families and 296 professionals (unduplicated numbers)**, making more than **3,382 phone, e-mail or in-person contacts**.
- ▣ In 2015, family members and professionals checked out **208 books, toys or resource materials, including Assistive Technology loans** from the Joan Cassel Memorial Library. Our Librarian responded to **573 requests for references or information during the year**.
- ▣ More than **1,170** people subscribed to the print versions of our **Newsletter** in English, Spanish or Chinese; another 1,266 receive the e-mailed version.
- ▣ The Support for Families **website** was visited over **65,000** times in 2015, and **2,206** people like us on **Facebook**.



# Education

Support for Families' many educational activities give families, and professionals who work with families, opportunities to develop skills, learn about resources, and communicate more effectively with one another.

Education activities at SFCD include **parent-professional workshops, small group clinics, parent panels, and conferences.**

Topics for workshops and trainings aim to meet the needs of families of children at different stages of life and focus on a wide range of concerns and questions. A few examples of 2015 topics: *Should Your 'Other Child' Take on the Role of Caregiver, Conservator & Trustee?*; *Limited Conservatorships*; *Crossing the Bridge to Preschool Services*; *Social Security Overpayments*; *Oral Health for Families of Children with Disabilities*; *Disaster Preparedness* — and many more.

Weekly small-group clinics on the IEP and transition continued to offer more individualized help for families.

Clinics were presented in English, Spanish, and Cantonese, with simultaneous translation available for workshops. Free on-site childcare made it easier for families to attend.

- ▣ Support for Families provided **330 education events** in 2015.
- ▣ Attendance at our **educational events for parents and professionals** totaled **4,048**.
- ▣ The annual **Information and Resource Conference** held in March featured **22 workshops** and **94 exhibitors**. More than **448** parents and professionals attended.

The annual **Information and Resource Conference** was held in collaboration with SFUSD in March and offered a full day of educational activities. The 22 workshops, an assistive technology demonstration center, and exhibitors provided families and professionals with a wealth of information and opportunities to network with one another.

**Stepping Stones**, a 12-week evidence-based training in positive parenting, continued in 2015. Stepping Stones is part of the Triple P program and is

designed to address the challenges facing families of children with disabilities. Ten families completed the full program this past year.

Our **Assistive/Augmentive Communication (AAC)** project continued to teach families about ways iPads can assist children and youth with communication and learning. We also have expanded our "low-tech" approaches, including PODDs (Pragmatic Organization Dynamic Displays). We were excited to expand our innovative Communications Clubs for AAC users. In addition to the Club for young adults we began a group for young AAC users, ages 4 to 10. And watch for an expanded Tech Lab coming to the 7th floor in 2016!

Meanwhile, **community education and outreach activities** continued, with teams of parents and staff presenting to classes, organizations, and professional groups about disability issues and the experiences of families. ■



Kevin Wong

# Family-to-Family Support

Family-to-family support is part of every service provided by Support for Families. Most of our direct service staff, all of our Parent Mentor volunteers, and the majority of members of our Board of Directors are, themselves, parents or family members of children with special needs.



*Ketan Anjaria*

Twenty-one different **Support groups** in 2015 offered peer support, information, and resources to parents, caretakers and siblings of children with disabilities. Groups included Autism Parent Support, Tube Feeding Support Group, a new sibling support group and other ongoing groups for Spanish speakers, Cantonese speakers, families of older children, a parent-toddler play group, cerebral palsy peer group and many others.

**Volunteer Parent Mentors** are parents of children with disabilities who complete extensive training and are matched with other parents to offer support and resources on an individualized basis. They also serve on speaking panels and attend outreach events.

**Mental health services** in 2015 included short-term counseling, case management and referral, available in English, Spanish, Cantonese, and Mandarin.

**Family recreational and social events** provide relaxing, fun opportunities for families. Attendance at these events exceeded 1,000 children and families in 2015. Access to Adventure in Golden Gate Park provided introductions to a wide variety of recreation, sports, and cultural opportunities. The annual Halloween Party and Holiday Ice Skating Party at Yerba Buena Ice Rink remain as popular as ever. Movie Nights, and museum access days add to the year-round fun. Families enjoyed the “Little Lantern” ballet, thanks to a generous donor. A partnership with the Golden State Warriors provided a basketball clinic and a chance to see a game. And a special “Best Day Ever” found Spiderman helping our kids try out their very own custom-made superhero capes! ■

▣ There were **113 matches made through the Parent Mentor program** with English and Spanish-speaking Mentors. More than **100 active volunteer Parent Mentor volunteers** provided individualized assistance and outreach.

▣ More than **290 other volunteers** provided **2,451 service hours** in support of programs and at events.

▣ **311** (unduplicated) family members attended one of the **21 Support Groups** active in 2015.

▣ Total attendance at **13 Family Events** exceeded **1,000**.

▣ **Childcare staff provided 805 hours of on-site care** that allowed to participate in Support for Families activities.



# Thank You!

...to the many individuals,  
businesses, and organizations  
who supported our work in 2015.

## Corporations Businesses & Groups

### \$20,000

Pamakid Runners

### \$10,000 - \$19,999

Perbacco Investors,  
LP  
San Francisco Giants  
Waste Solutions  
Group

### \$5,000 - \$9,999

Miller Children's  
Hospital  
PhRMA  
Rady Children's  
Hospital

### \$2,500 - \$4,999

Bryan Cave LLP

### \$1,000 - \$2,499

Children's Specialty  
Care Coalition  
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Covington Burling  
Galine, Frye & Fitting  
Lucile Packard  
Children's Hospital  
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Memorial Health  
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Myers Urbatsch  
Nibbi Investors  
Physicians  
Reimbursement  
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Tax Pros, The  
Theta Delta Xi

### under \$1,000

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Brody, Walsh & Brody  
Developmental  
Progressions  
Edrington, Schirmer  
& Murphy LLP  
Goldman Sachs  
MB Jessee Inc.  
Milestones Pediatric  
Therapies  
Morgan Stanley  
Private Bank  
P.E.O. Sisterhood,  
Chapter OX/CA  
Valley Children's  
Hospital

## Individuals

### \$15,000+

Jane LaPides &  
Murray Cahen

### \$10,000 - \$14,999

Peter Magowan

### \$5,000 - \$9,999

Paul & Heather  
Fischer  
Dr. Suzanne & Lou  
Giraud

### \$2,500 - \$4,999

Eileen & Nersi  
Boussina  
Andrea &  
Christopher Dehner  
Robert & Juno  
Duenas  
Alida & Scott Fisher  
Matthew Goodwin  
Stacy Hess  
John LaPides  
Nathan Rhodes  
Afra Afsharipour &  
Diego Valderrama  
Darren Wollrich

### \$1,000 - \$2,499

Ravi Anand  
Elizabeth Bourg  
Emily Charnes  
Jennifer & Marc  
Crayton  
Baryohay Davidoff  
Christine De Voto  
Jeff Byrne & Bruce  
Deming  
Anne & David  
Diamond  
Patrick Donohue &  
Shirley Hamilton  
Judy C. Chen &  
Michael V.  
Gamboa, DDS  
Lisa Gardner  
Wendy Garfield  
Dave Gavrich  
Mike Harrar &  
Noushin Pirnazar  
Jeff Harrell  
David Hultman  
Samer Itani

Judy Janec  
Michel Kapulica  
Kristine Karaman  
Ann LaPides  
Misenheimer  
Young Lee  
Grace & Paul Leung  
Jessica Litwin  
Thomas Lee & Goli  
Mahdavi  
Peter Mansfield  
Farahnaz & Farzad  
Naimi  
Nancy Nazmi &  
Matt Connors  
Carolyn Startup &  
Robert Noakes  
Joel Ritch  
Penny Bellamy &  
Mark Simon  
Laurel Kloomok &  
Ned Smith  
Jan & Jim Watson  
Antoinette (Mai  
Mai) Tsai Wythes  
& Paul Wythes

### \$500 - \$999

Stephanie & Ila  
Afsharipour  
Lisa Baker  
Darrick Baker  
Suzanne Baum  
Jake Block  
Robyn Bowen  
Elizabeth Brogna  
Nancy Clark  
Christian &  
Catherine Dauer  
Maryon Davies  
Lewis  
Robert Dehner  
Paul deRoulhac  
Lee & Michelle  
Diamond  
Suzy Kellems  
Dominik  
Kari Droller  
Judith & Howard  
Fish  
Phil Fitting  
Marylou & Phillip  
Fitting  
Michael Gee  
Mark Graham  
Julia Guggenheim  
Lindsey Haglage

Patricia Higgins  
John Seemann &  
Robert Hines  
Lindsay Hutchins  
Greg Hyman  
Dawn Jones  
Lindsay & Peter  
Joost  
Stephen Kamena  
Susan Kuo-Shih  
Gina Laporte  
Amy Bomse &  
Peter Limbrick  
Joe & Sean Lowry  
Galin Luk  
Jonathan Lydon  
Robert Meyers  
Nancy & Charles  
Murphy  
Christopher O'Dea  
Megie Okumara  
Kathryn Riley  
Peggy Barbieri &  
David Rothman,  
DDS  
Zach Sachen  
Andra & Hasan  
Sadoun  
Lanelle & Michael  
Santimauro  
Albert Lou & Carrie  
Shi  
Juan Andres  
Chavarria &  
Parasto Tabassi  
Melissa Willa  
Vonceil Yara

### \$250 - \$499

Dr. & Mrs. Paul  
Abramson  
Azar & Pashotan  
Afsharipour  
Bahar Aghighi  
Asawari RaoRane  
Agrawal  
Peter Armstrong  
Julia Avramides  
Janet Green Babb  
Gary Bender  
Jina Bolton  
Spencer Brush  
Audrey Carlson  
Lulu Carpenter &  
Rony Rolnizky  
Carolyn & Chad  
Carvey

Jan Choi  
Barbara Colton  
Laurel Condro  
Tovah Cook  
Greg Cutcher  
Lori & Mario  
Dahdah  
Tamara Davidoff  
Nanette De Lara  
Donna Dey  
Melanie & Audrey  
Dolgachev  
Jon Elfin  
Charles Evans  
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Marc Gaynor  
Leslie Gibin  
Julie Goodwin  
Carla Greenwald  
Mahsa Hakimi  
Mary Edna Harrell  
& Bonnie Kates  
Pamela Hendry  
Maria  
Hermanussen &  
Brian Marcus  
Francoise  
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Yasaman Lee  
Leslie Lee  
Hae-Won Min &  
Wilson Liao  
Nellie Ling  
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Mathias  
Alexis Mersel  
Barry Milgrom  
Jacqueline Mostny  
Kathryn Murakami-  
McCaskey  
The Timothy & Kelli  
Nelson Family  
Giving Fund  
Theresa Nguyen  
Theresa Nicoletto  
Neal Panken  
Divyesh Patel  
Jack Podell  
Meghana Raorane  
Paul Rauschelbach



Cheng Cheng Huang

*We apologize for any omissions, errors or misspellings! Please contact us if there is an error so we can correct our records.*

*Continued on p.10*



Ketan Anjaria

& Tracy Wheeler  
Brian & Julie  
Rauschhuber  
Shae Robinson &  
Pam Raymond  
Erik Reinertson  
Jim Riley  
Michelle Ritchie  
Curt & Jill Rodby  
Michael Scahill  
Henry Shih  
Rocio Smith  
Clint Soltau  
Marianne & Mike  
Sorani  
Steve Stachowski  
Craig Stoll  
Patricio Triveri  
Natalia Urrutia-  
Hernandez  
Gretchen  
Worthington  
Safie Yaghoubi  
Jeannine Yeomans

#### \$100 - \$249

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Andrea Allen  
Oscar Arteta  
Constance  
Bernstein  
Keta Bill  
Camilla Bixler  
Mary Brennan  
Chuck Brewster  
Audrey Brumback  
Elaine Butler  
Mary Carter  
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Audrey  
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Kris Moser &  
Richard Downing  
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Penny Finocchiaro  
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Shelley & Andy  
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Leona Garriott  
Clair Gerndt  
Ana & Joe Goyos  
Kellie Greenwald  
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Van Hart  
Ann & Barry  
Haskell  
Dale Hill  
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Babette Holland  
May L. Joa  
Diana Kaw  
Shana Keating  
Michele Kim  
Denise Klarquist  
Julia & Miky Kuo  
John Lawrence  
Jacqui LeBlanc  
Anqi Li & Garrett  
Trask  
Rebecca "Reeba"  
Lynn  
Elysa Marco  
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Jennifer McDonald  
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Thomas & Patricia  
McRae  
Deborah Mojarro  
Lynn Monica  
Vanessa Mori  
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Siobhan O'Connell  
Cora Pagsanjan  
Ananya Pattanayak  
Quyen & Calvin  
Pon  
John Powers  
Anna Reyes

Mayer Saketkou  
Catherine & Bob  
Sarlatte  
Bryan & Joan Selby  
Laurie Soman  
Margaret &  
William Stewart  
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Strawn  
Mark & Suzanne  
Sullivan  
Alex Swain  
Ray Tam  
Peter & Kathy  
Ventura  
Laura Werlin

#### gifts under \$100

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Lawrence Baker  
Janine Benedict  
Anatole Besman &  
Laurie Loftus  
Kevin Blaine  
Jared Boldemann  
Molly Boone  
Molly & Michael  
Boone  
Joanne Bui  
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& Melanie Chin-  
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Ron Rasing  
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Ariel Taguinod  
Lynda Taschek  
Stephen Tennis  
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Tolentino  
Helen Tong  
Geraldine Tuch

Shashi Upadhyay  
Maureen Vermette  
Theresa Villarreal  
William Voorhees  
Mrs. Michelle  
Cotton, Steve  
Cotton & Jeanine  
Ward  
Barbara Weldon  
Madeline Wilson  
Gwen Wong  
Hendradjaja Wono  
Dag Xarph  
Cal Yee  
Ying Ying Yu  
Sergio Zendejas



Cheng Cheng Huang





Ketan Anjaria



Ketan Anjaria



Cheng Cheng Huang



Joe Goyos

#### Photos:

Ketan Anjaria  
Karen Baca  
Joe Goyos  
Cheng Cheng Huang  
Chetan Takur  
Kevin Wong

## Funders

### Foundations:

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LaPides Foundation  
AMF  
Benevity Community  
Impact Fund  
Bill Graham Memorial  
Foundation  
Brush Family  
Foundation  
California HealthCare  
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Mimi and Peter Haas  
Fund  
Moca Foundation  
S.H. Cowell  
Foundation  
Thendara Foundation

### Government Grants and Contracts:

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Health Bureau, U. S.  
Dept. of Health and  
Human Services  
Office of Special  
Education and  
Rehabilitation, U.S.  
Dept. of Education  
California Dept. of  
Developmental  
Services  
California Dept. of  
Education  
San Francisco First 5  
San Francisco Dept. of  
Children, Youth, and  
Their Families  
San Francisco Human  
Services Agency

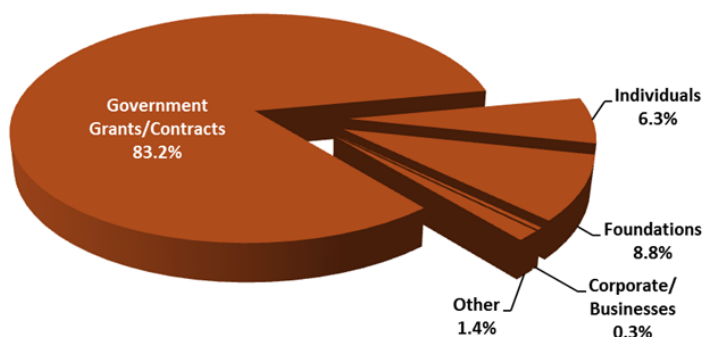
### Our Special Thanks...

...to the **Thoresen Foundation** for a  
generous 2015-16 grant of \$125,000.

## 2015 Financial Summary

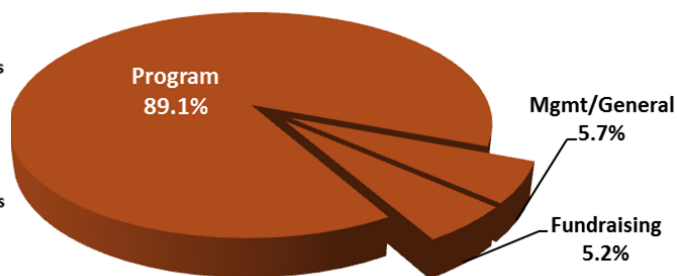
**Income \$\* 4,758,668.**

January 1—December 31, 2015



**Expenses \$\* 4,486,380 .**

January 1—December 31, 2015



\*Includes revenue and expenses for both the Family Resource Center and for all special projects, convening groups, fiscal agent relationships and subcontracts.

Complete audited financial statements are available at the Support for Families office.





Ketan Anjaria



## SUPPORT FOR FAMILIES OF CHILDREN WITH DISABILITIES

[www.supportforfamilies.org](http://www.supportforfamilies.org)  
[info@supportforfamilies.org](mailto:info@supportforfamilies.org)

1663 Mission Street, 7th Floor  
San Francisco, CA 94103  
(415) 282-7494  
FAX (415) 282-1226

Family Resource Center Phone Line  
(415) 920-5040  
FAX (415) 282-1226

### Support for Families Board of Directors\*

Christopher C. Dehner, *President*  
Laura Lanzone, *Vice President*  
Diego Valderrama, *Treasurer*  
Goli Mahdavi, *Secretary*  
Jacob Block  
Eileen Boussina  
David Fazio  
Heather Fischer  
Jane LaPides  
Jessica R. Litwin, MD  
Laurie Strawn  
Kim Webb

### Advisory Board\*

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Frank Bien  
Bill Bivins  
Lucy Crain, MD  
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Suzanne Giraudo, EdD  
Suzanne Graham, RN, PhD  
Carla Greenwald  
Jude Kaye  
David Kobe  
Betty Lituanio  
Peter Mansfield, MBA  
Mary Phillips

Helen Rossini, *Co-Founder*  
David Rothman, DDS  
Diana Tang-Duffy, MD

### Staff\*

Juno Duenas, *Executive Director*

### Family Resource Center

Karen Baca, *Assistive Communication Coordinator / AT Specialist*  
Ali Barclay, *Information & Resource Assistant*  
Sarah Bennett, *Support Services Program Manager*  
Nina Boyle, *Family Resource Center Program Specialist*  
Andy Breunig, *Special Events & Volunteer Manager*  
Tracey Bullock, *Family Resource Specialist*  
Elaine Butler, *Librarian*  
Sophia Carcamo, *Social Worker, Bilingual Spanish*  
Jasmin Gauci, *Family Resource Specialist*

Alfredo Gelasio, *Accountant*  
Joe Goyos, *FRC Education Program Director*  
Gus Gunn, *Data Director*  
Dennis Lockett, *Family Resource Specialist*  
Felix Lopez, *Family Resource Specialist / Education Coordinator*  
Sean Lowry, *Program Coordinator*  
Olga Maldonado, *Family Resource Specialist*  
Kenneth McElderry, *Development Director*  
Christine Reina, *Family Resource Specialist*  
Joan Selby, *Parent Mentor Coordinator (English)*  
Kristine Thai, *Education Coordinator*  
Linda Tung, *Administrative Coordinator*  
JoAnna Van Brusselen, *Parent Mentor Coordinator (Spanish)*  
Lisa Yee, *Family Resource Specialist*  
Tracy Young, *Social Worker, Bilingual Cantonese*

### Caregiving Services

Michelle Cochran, *Coordinator*  
Martea Barton  
Martha Barrera  
Jeffrey Ng  
Bonnie Sayavong

### SF Inclusion Networks

Zulema Rubalcava Barron, *ASQ Specialist*  
Vanessa Chen, *Inclusion Coach*  
May-Ling Joa, *Inclusion Coach*  
Ramya Krishna, *Early Childhood Inclusion Specialist*  
Mary Jane Roebuck, *Project Coordinator*  
Deb Rolfs, *Inclusion Coach*  
Sonia Valenzuela, *Family Involvement Manager*

### Family Voices of CA

Pip Marks, *FVCA Manager*  
Sara Godley, *FVCA Communications Associate*  
Allison Gray, *Project Leadership Coordinator*

### Family Resource Center Network of CA

Debbie Sarmiento, *FRCNCA Coordinator*  
Rebecca Hawley, *Early Start Project Coordinator*

### Help Me Grow

Nadia Thind, *Director*

### Special Needs Inclusion Project (SNIP)

Alison Stewart, *SNIP Manager*  
Joy Okochi, *Inclusion Support Specialist*

\*as of 8/1/16