



2021 Annual Report

The power of classroom wellness
Acknowledge Alliance

Inspired by
**CLEO
EULAU**

March 2022

Dear Acknowledge Alliance Family,

Thanks to your unwavering support, we made it through a second consecutive year of historic turbulence. We felt the weight of the pandemic, racism, health disparities, and stigma surrounding mental health became even more urgent throughout 2021. It is your partnership that helped us break barriers. Together, we made progress, bridged gaps, and reached close to 3,000 students, community youth, and educators across 28 schools and organizations last year. Furthermore, 91% of our youth graduated from high school or stayed enrolled, and 94% of educators used self-care strategies to support their personal and professional resilience. We also expanded to serve college-bound youth. This annual report reflects the impact we've made, and the resilience, connection, and gratitude that students, youth, and educators found meaningful.

Youth in our Collaborative Counseling Program engaged in 6,365.75 hours of therapy with our Psychotherapists, a 48% increase in frequency and duration from last year. Evaluations demonstrate that our youth experienced renewed hope, improved family and social functioning, increased optimism, decreased depression and anxiety, better sleep, and enhanced trauma integration. Educators were grateful that the school culture changed in a positive direction - the school climate felt much more optimistic, connections among teachers and students were stronger, and there was a collective recognition of the importance of social emotional well-being. Students who participated in our social emotional learning lessons shared that they chose healthier ways of managing their anger and stress.

We believe Diversity, Equity, Inclusion, and Justice (DEIJ) is crucial in creating change in the world and within our agency. We are committed to making Acknowledge Alliance a place where everyone can thrive and all employees are seen and valued for who they are. Moving toward greater DEIJ goals goes hand in hand with our efforts to build resilient and healthy school communities. Building a culture of loving accountability, one that actively interrupts bias and racism, profoundly influences our mission to promote lifelong resilience in children and youth, and strengthen the caring capacity of the adults who influence their lives. Thank you for supporting our steady presence and heartfelt connections in the communities we serve.

With gratitude,

Steve Hope
Board Chair

Sharon Navarro
Executive Director

Pandemic Connections

As schools remained remote, students and teachers were able to personally connect with us through our virtual platforms. They reported feeling less alone during COVID-19. We continued providing HIPAA-compliant telehealth counseling services, and created a new online version of Project Resilience lessons.

Gratitude Gallery

To express our thanks to you, our staff and board members made these hand-drawn messages of gratitude:



19 Schools & District Offices Served

Elementary Schools:

Adelante Selby, Bishop, Cherry Chase, Cumberland, Ellis, Fairwood Explorer, Lakewood, San Miguel, Vargas

K-8 Schools:

Beechwood, North Star Academy

Middle Schools:

Columbia, Kennedy (Cupertino), Kennedy (Redwood City), Sunnyvale

High Schools:

Los Gatos, Saratoga

District Offices:

Los Gatos Saratoga Union High School District, Sunnyvale School District

437 Educators Served

In an isolating and difficult year with rising burnout, educators valued the time to connect and receive support through 1:1 resilience coaching, resilience groups, and schoolwide social emotional learning.

302 educators received 1,134 resilience consultations and coaching sessions that were tailored to meet individual needs.

83 teachers, principals, and administrators participated in 87 resilience group sessions, where each of the 11 groups had a safe space to create relationships with peers and learn resilience tools.

52 teachers participated in *Project Resilience* social emotional learning lessons, which inspired new classroom practices that supported the well-being of themselves and their students.

1,959 Students Served Through *Project Resilience*

473 *Project Resilience* social emotional learning lessons were delivered to 1,959 students and 52 teachers across 4 schools.

Students learned to understand themselves and others better.

Mindfulness, coping skills, teamwork, and communication were the top social emotional learning topics students found useful.



91% of teachers became more aware of the social and emotional issues of their students, and they found that students became more aware, as well.

Understanding the brain helps me recognize that I am not thinking logically in times when emotions take over, which helps me clear my mind in difficult or scary situations.

-Student

Communication helped me talk to people when my mental health had been down.

-Student

Sometimes I get so mad, I can hardly control my anger, and it leads to me losing control. I learned how to cope with different emotions during these hard times.

-Student

Acknowledge Alliance has provided me with emotional support and helped me build my resilience. It gave me a community when I felt isolated. It gave me hope when the feeling of being overwhelmed was getting the best of me. It gave me a mirror to look at myself from a different angle and choose to see the strengths. When I burned out, it allowed me to say, 'It's okay. You can do it. Take my hand, get back up. You are not alone. You have the power to take back control and make changes that are sustainable.'

-Teacher

Resilience groups are a place where you gather with other educators who have similar successes or challenges in our professional work, gain empathy and understanding of others as we share about our personal lives, and walk away with strategies to continue taking care of ourselves as people and as teachers.

-Teacher



94% of educators working with Acknowledge Alliance staff reported using strategies, such as self-care, to promote personal and professional resilience.

Teachers used various strengths-based strategies to support their students' resilience during the school year:

1. Connected personally with individual students
2. Talked supportively with students who were struggling
3. Recognized students' strengths
4. Communicated a belief in students' abilities

A note to my Project Resilience Facilitator:

I want to thank you for all that you've done for me. I really appreciate that you made me realize more of myself than I realized. I even got to learn more about feelings and strengths. I also learned to have empathy for others. I've understood how other people are feeling. So thank you!

-Student

341 Counseling Sessions Provided to Students and Families

9 students and their families received counseling over 275 individual sessions and 66 family sessions. The counselors also outreached to parents 254 times. Students shared that they enjoyed their time in counseling, learned how to cope with emotions, and felt less alone. Parent-child relationships improved and all the parents believed that their children benefited from having a supportive counselor to connect with. Teachers also noticed that the students seemed less overwhelmed and more calm.

9 Schools & Organizations Served

Sequoia Union High School District:
 Carlmont, Menlo-Atherton, Redwood,
 Sequoia, TIDE Academy, Woodside

Youth Development Organizations:
 Boys & Girls Clubs of the Peninsula
 (Redwood City and East Palo Alto),
 Peninsula Bridge

352 Students & Community Youth Served

The Collaborative Counseling Program (CCP) provides mental health counseling services to youth who have experienced emotional trauma after facing adverse life events, poverty, racism, and violence.

Counselors are available to support students at all of the Sequoia Union High School District's comprehensive and alternative high schools. Students attending youth development organizations in underserved communities also have access to our counseling services. Even after high school graduation, our counselors support future graduates to and through college.

6,365.75 Counseling Hours Provided

Collaborative Counseling Program Psychotherapists and clinical interns provided a total of 6,365.75 hours of counseling and related hours:

- 3,262.25 hours of individual counseling
- 11 hours of group counseling
- 56.25 hours of crisis intervention
- 228.25 hours of client consultation
- 863.25 hours of staff consultation/professional development
- 1,944.75 hours of case management and clinical training

Compared to last year, the number of service hours increased 48%, suggesting that students and youth who received counseling this year benefited from more frequent and longer duration of contact.



According to assessments of counselors, students and youth experienced

significant positive changes:

- Increased optimism with renewed hope
- Improved family and social functioning
- Deeper community connections
- Better sleep
- More enjoyment of recreational activities
- Decreased depression and anxiety
- Enhanced trauma integration

At the beginning of counseling, student struggled with suicidality, panic attacks, post-traumatic stress disorder (PTSD), and major difficulty in interpersonal relationships. Over the course of therapy, she has been able to address her past traumas, greatly reducing her PTSD symptoms and increasing her ability to function. She learned emotional regulation skills and improved in conflict resolution. She has deepened her insight into where her behaviors and reactions come from, which helps her recognize her own patterns. Now she has healthier relationships, spends time volunteering in the community, and is doing well in college. She has not experienced suicidal thoughts or panic attacks in months.

–CCP Counselor

In their own words, students and youth said that counseling made a world of impact and that

counseling helped them:

- Learn about themselves and their feelings
- Deal with difficult things
- Be more accepting of their own emotions
- Build healthy relationships

96% of students and youth reported that their counselor listened to them without judgment.

92% of students and youth reported that their counselor was someone they trusted.

91% of students and youth remained in high school or had graduated over the year.



Counseling has taught me that I'm not alone, there are people who would like to listen to my story and be there to support me.

–Student

I learned to be open and welcoming about emotions. They are not all bad and there is nothing wrong with expressing emotions as long as they are doing no harm. This has helped me communicate better and be on better terms with myself.

–Student



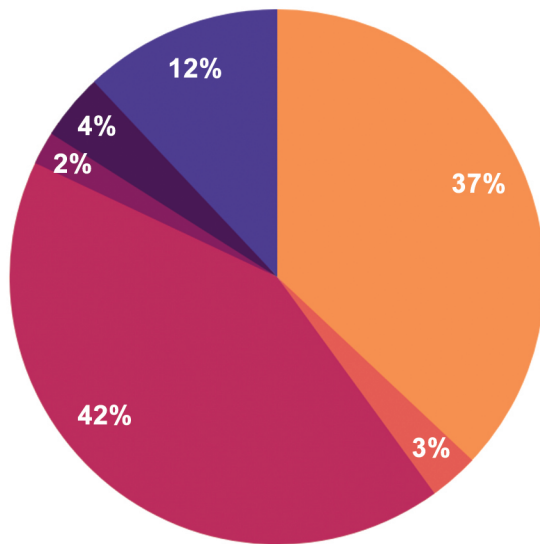
Counseling helped me express myself over my grief and feel safe. This allowed me to deal with some anxiety in my personal life that has come from it as well.

–Student

In our most recent session, student shared how content she is with her life and that there are times she can't believe she has achieved everything she has in the past three and a half years. She shared that having the support in therapy changed everything for her in her life.

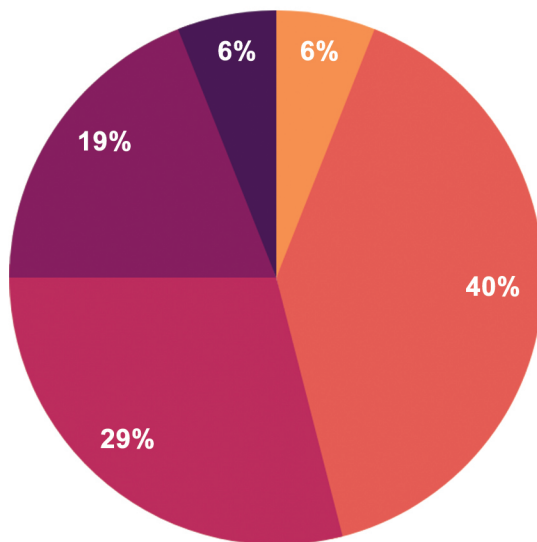
–CCP Counselor

STATEMENT OF ACTIVITIES & FINANCIAL POSITION



REVENUE

Grants	\$ 748,000
Individual donations	59,345
Program service	845,198
Special event	43,496
In-kind services	77,831
Other income	271
Forgiveness of PPP loan	232,900
Total Revenue	\$2,007,041



EXPENSES

Outreach program	\$ 111,395
Collaborative counseling	751,481
Resilience consultation	547,142
Management and general	360,653
Fundraising	99,275
Total Expenses	1,869,946
*Change in net assets	\$ 137,095

ASSETS

Current assets	\$1,318,031
Other assets	14,787
Total assets	\$1,332,818

LIABILITIES & NET ASSETS

Current liabilities	\$ 324,377
Accrued vacation	40,581
Total liabilities	364,958
Net assets without donor restrictions	807,860
Net assets with donor restrictions	160,000
Total net assets	967,860
Total liabilities & net assets	\$1,332,818

**Generous contributions from donors, and the forgiveness of the Paycheck Protection Program loan, provided additional operational and programmatic funding in FY21. This allowed for an increase in net assets, which serves as a catalyst for continuity of services, an emergency reserve fund, and potential growth in the number of constituents served.*

Thank you

Without the generosity of these dedicated individuals, businesses and foundations, our work at Acknowledge Alliance would not be possible. This list reflects donations received from July 1, 2020 to June 30, 2021.

Iké and Ore Adeyemi	Barbara Green and Peter Klein	Susan Levenberg and Paul Podrid	San Mateo County Strong Fund
Adobe Inc.	Tim Griffith Foundation	Penny and Paul Levy	Sand Hill Foundation
Amazon Smile Foundation	Grousbeck Family Foundation, II	Leonard and Mary Jo Levy	Ferrell and Page Sanders, Jr.
Dorothy Anderson	Jane and Gordon Haddow	Jennifer Lezin	George H. Sandy Foundation
Anthony and Sue Atwell	Jean Hamilton	Rebecca Li	Mary Lou and Tony Schiavo
Barbara and Gerald August	Susan and Don Hanson	Betty Linden	Sudeshna Sen Gupta
Terri Bailard	Celia and Terry Harms	Sherry Listgarten	Sequoia Healthcare District
Tish Beyer	John Haynes II	Nancy Lobell	Sara Shackel
Derald and Alicia Blackmore	Marshall and Sue Heller	Judy and Joe Ludwig	The Leo M. Shortino Family Foundation
Jane Bryan-Jones	Carla Hernandez	Colleen Lynch Espinoza	Sisters of St. Joseph Healthcare Foundation
George and Judy Bulloch	Anita Herrmann	Tracy Lyons	Amy and Pete Sloane
Mayrin Bunyagidj	Nancy and Steve Highbarger	Alisa and Neil MacAvoy	Karen Sortino
California Office of Small Business Advocate	Sarah and John Hinkle	Michelle Maginot	Sara Spang
Jim Cannon	Marilynn Holland	Lynn Mannix and John Kunz	Verna Spinrad
Chan Zuckerberg Initiative	Steve Hope and Cathy Curl	Grainger Marburg	Marilyn Stallings
Christine Chang	Aude Imerglik	Joseph and Noreen Maresca	Stanford Children's Health
City of Menlo Park	Intel Foundation	Susan Markowitz	Star One Credit Union
City of Palo Alto	Intrepid Philanthropy Foundation	Mary Mastrobattista	Bob and Karen Stevens
Beau Clark	Jacob Iype	Dennis and Lori McBride	Sutter Health Mills-Peninsula Medica Center
Beverly Corriere	Richard and Susan Jacobsen	Michael McCarvel	Thomas Swan
Alan Dance	Paula and Warren Jacobsen	William McCraw and Janet Muscio	Barbara Tagg
Anne Dauer	Sylvia Jasso	Catherine McKenzie	Luis Trabb-Pardo and Sharmon Hilfinger
Delta Dental Community Care Foundation	Franklin and Catherine Johnson Foundation	Mental Research Institute	Linda Verhulp
Dignity Health Sequoia Hospital	Diane Johnson MacKay	Morgan Family Foundation	Carla Villalba
Donald Drumright and Darsha Davidoff	Ursula Jorgensen-Solowiej	Richard Morris	Greg Villalba and Margarita Berrios
Carrie Du Bois	Kaiser Permanente Northern California Community Benefit – Redwood City	MJ Myatt	Stacey Wagner
El Camino Healthcare District	Kaiser Permanente Northern California Community Benefit – South Bay	Sharon Navarro and Farid Ganji	Beth Walton
Debbie Ellisen	Linda Keegan	Jodi Nishimura	Ann Wasson
Susan Esterly	Gail and Fred Kittler	Mark and Jane Otsea	Bridget Watson
Adriana Faiman	Naomi and Martin Klughaupt	David and Lucile Packard Foundation	Wells Fargo Advisors
Sally and Craig Falkenhagen	Sydney Lagier and Doug Wachtel	Sonam Patel	Donald and Barbara Werner
Marlin and David Feldman	Joan Lane	Peninsula Healthcare District	Susan Williams-Clark and George Clark
John Finley	Gladys and Ralph Lazarus Foundation	Raji Pillai	Joan Willingham
June & Julian Foss Foundation	Jeff Lea and Diane Toby	PwC Charitable Foundation	Sandy and Harriet Wolf
Stephanie and Michael Friduss	Anita and Martin Lee	Nancy Ragey	Yumiko Yokoi
Judith Gable	Bea and Norm Leopold	Fran and Michael Rappaport	
Michael Gallagher	Robert and Barbara Lessing	Leah Reider	
Julie Gayner	Marcia Levaour	William Reller	
Theodore Geballe		Jake and Robin Reynolds	
Goldman Sachs Philanthropy Fund		Arthur and Evalynne Rinsky	In-Kind Donors
Google		Julie Ross	AnchorPointe Graphics
Jennifer and Thomas Gowen		Tucker Ross	Cooley LLP
		Robert and Suzanne Rubenstein	Fair Oaks LLC
		Genny Rumancik	FINA Resources LLC
		Pam Rumancik	Laarni von Ruden



2021 Annual Report

Acknowledge Alliance 2020-2021 Board of Directors

Steve Hope

Chair

Former Associate Superintendent of Personnel and Technology, Mountain View/Los Altos School District (retired)

Genny Rumancik

Vice Chair

Personal Development Coach

Michael McCarvel

Treasurer

Partner, PwC LLP

Katherine Lewis

Secretary

Software Engineer and Accessibility Champion, LinkedIn

Priya Iyer

Associate Director, Social Entrepreneurship Program at Stanford University

Jacob Iype

Senior Product Manager, Delta Dental

Susan Esterly, PhD

Psychologist; Advisor; Leadership Coach, Center for Excellence in Nonprofits (CEN)

Nancy Highbarger

Attorney (retired)

Linda Keegan

Executive Fellow, Miller Center for Social Entrepreneurship; Leadership Coach, Center for Excellence in Nonprofits (CEN)

Brooke Kernick

Attorney, KM Advisors LLP

Sonam Patel

Data Science and Strategic Analytics Manager, Adobe

Raji Pillai, PhD

President, Medical Affairs Consulting Inc.

Laarni von Ruden

Certified Public Accountant; Co-Chairman of the Not for Profit and Governmental Accounting Committee, CalCPA, Peninsula Silicon Valley Chapter

Advisory Committee:

Susan Levenberg

Attorney (retired)