



---

## FAQs

Q. Why did Stanford Youth Solutions (SYS) and Sierra Forever Families (SFF) decide to merge?

A. By merging, SYS and SFF become stronger and better able to meet the complex needs of children, youth, and families in the community. The merger brings together the complementary strengths of two highly regarded, long-standing nonprofit organizations. As one organization, we will have the ability to provide a broader continuum of services from intensive mental health treatment to post-permanency family support. We will have a stronger voice statewide and within the counties we serve, and we will be able to leverage our resources to provide a seamless array of the highest quality services and supports to youth and families.

Q. When will the merger be effective?

A. We will operate as a merged entity as of July 1, 2019. The full legal process of merging will take several months.

Q. What are the benefits of the merger to stakeholders?

A. The union of our organizations will result in our ability to provide a more comprehensive continuum of care for youth and families including the provision of mental health, juvenile justice, foster care and adoptions, post permanency and family support services. By combining efforts and resources, a new organization will emerge with broadened expertise, an increase in capacity, and the ability to ensure more timely access to integrated care.

Q. How will the merger affect services to youth and families?

A. Throughout the merger process, we will continue to keep the needs of our youth and families first, and we will work with our community partners to ensure a smooth transition. It is our goal that the staff working with youth and families gain resources and tools that will enhance their capacity to deliver caring, effective services and support.

Q. Will any staff lose their jobs?

A. No, there will be no staff layoffs because of the merger. In fact, the merge creates many opportunities for growth within the organization. As our organizations combine, new positions will be created to support an increase in service capacity.

Q. Who will serve as the Chief Executive Officer?

A. SYS' current CEO, Dr. Laura Heintz.

Q. Will the board of directors be combined?

A. Yes, the current Board of Directors of each organization will combine into one Board of Directors. Margaret "Maggie" Bryan, current SFF board member will serve as President of the board and Craig Hettrich, current SYS board President will serve as Immediate Past President.

Q. Why are you merging? Is one or both organizations fiscally challenged?

A. Both organizations are fiscally strong. We are well-established nonprofit agencies that have proudly served our community for a combined total of over 150 years. Through this union, a new organization will emerge with a deepened expertise across the continuum of care.

Q. Which organization will be the surviving entity?

A. SYS will be the surviving entity, but there will be a significant focus on retaining the legacy of both organizations.

**Please direct questions and/or comments to:**

Laura Heintz, Psy.D.  
Chief Executive Officer  
Stanford Youth Solutions  
916-344-0199

Lynn Thull, Ph.D.  
Interim Executive Director  
Sierra Forever Families  
916-368-5114

Melissa Arnold  
Director of Fund Development  
and Community Relations  
Stanford Youth Solutions  
916-662-0568

Christie Shorrock  
Director of Development  
& Public Relations  
Sierra Forever Families  
916-368-5114