

# John F. Steinfirst, LCSW

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## SUMMARY OF CAREER ACCOMPLISHMENTS

- As CEO, transformed a traditional residential treatment center to a multifaceted, modern, community based organization based on wraparound principles as well as other innovative and best practices.
- Expanded annual budget from under \$2m to \$30m at Fred Finch Youth Center and expanded services to youth and families throughout California.
- Developed and implemented the first residential and day treatment programs in California for developmentally disabled consumers with mental health problems.
- Developed and implemented one of the most comprehensive affordable housing, mental health and vocational training programs for Transitional Age Youth, ages 17-28.
- As Interim CEO, rescued an agency from bankruptcy and secured its CEO successor.
- As Interim CEO, transformed a failing agency through improving government and major funder relationships, thereby increasing their mental health contract by \$540k, and dramatically improving staff morale.
- Spearheaded significant policy changes that improved services to youth and families in California.
- Provide direct clinical supervision to Social Workers and Marriage and Family Therapists.
- Created The Steinfirst Group, a consulting firm for non-profits.
- Provide expert witness/consultation for civil cases.

## EDUCATION

- Columbia University, Graduate School of Business, The Institute for Not-for-Profit Management.
- M.S.W., New York University, Graduate School of Social Work.
- B.A., Duke University, Durham, North Carolina.
- High School, George School, Bucks County, Pennsylvania.
- LCSW License # 13465, since 1988

## EXPERIENCE

Founder and CEO | **The Steinfirst Group**

2008 - Present

Established consulting firm to strengthen and enhance, primarily, non-profits. Consulting services include training staff to provide effective mental health services, executive coaching, organizational reviews, Board development, strategic planning, expansion planning, budgetary and fiscal consultation, clinical and program supervision, fund development, and other consultation services.

**Expert Witness services include the provision of expert witness testimony to attorneys representing plaintiffs and defendants related to mental health, child welfare, group home issues, as well as identify standards of consultation relevant to civil cases.**

## **EXPERIENCE (CONT.)**

### **Interim CEO | La Familia Counseling Service**

July 2, 2012 – May 12, 2013

**Overall responsibility for this mental health and social services agency providing services to the Latino community of South and Central Alameda County. Programs include child and family mental health services, developmental disabilities services for children and adults, and community outreach programs.**

### **Interim CEO | Bay Area Community Services, Oakland CA**

November 2, 2009 – April 15, 2010

**Overall responsibility for fiscal and programmatic services to adults and senior adults with mental health and developmental disabilities. Programs include day programs, residential care, and Meals on Wheels services.**

**Successfully eliminated serious deficit, increased revenue, built staff and Board morale, stabilized and improved relationships with government agencies' key staff, and the Board of Supervisors. Recruited new Executive Director.**

### **President & Chief Executive Director | Fred Finch Youth Center, Oakland CA**

1988 - 2008

**Overall management responsibility for statewide comprehensive and multifaceted child welfare, health, and mental health services agency serving 5,000 clients annually throughout California with an operating budget in excess of \$29 million.**

**Led the agency to a complete transformation through developing, implementing and operating innovative, relevant services, and programs to meet community needs for those children and families traditionally stuck in the child welfare, foster care, and mental health systems.**

**Served as Chief Executive Officer and was responsible to a diverse Board of Directors. Responsible for total management of: community-based mental health and Wraparound services with 300 plus staff; 40-bed psychiatric residential treatment facilities in multiple California counties; special education schools for severely emotionally troubled adolescents and young adults; transitional and housing services for Transitional Age Youth (TAY).**

**Played leadership roles in regional, state, and federal policy-making government and non-government venues.**

**Created new and innovative programs for children, youth, families, and young adults in California including: Wraparound Services, Residential Treatment, Community Mental Health Services, Transitional Age Youth, Runaway and Homeless and other programs.**

**Accreditation: California Alliance for Children and Family Services**

**National Accreditation: Commission on Accreditation of Rehabilitation (CARF)**

## EXPERIENCE (CONT.)

Executive Director | **Marin Jewish Community Center, San Rafael CA**

1984 -1988

**Served as the Executive Director, overseeing all programming and staff as well. Played major role in raising \$12 to build the new JCC. Supervised senior leadership team and carried out the goals set forth by the Board of Directors.**

Associate Executive Director | **Louise Wise Service, New York**

1982 - 1984

**Served as Chief Operating Officer of this major foster care and social services agency, which included a prenatal residence, a residence for mothers and babies, preventive service programs, and emergency shelters. Supervised directors and unit directors as well as participated in all Board and staff committee meetings.**

| **Jewish Board of Family and Children's Services, New York**

1974 - 1982

**Served in various administrative, supervisory, and clinical roles with the nation's largest voluntary mental health and social services agency. As a senior executive, was responsible for public policy and community and governmental relations, and in role as a staff liaison to New York State legislature, coordinated and developed projects for other governmental officials, mental health, and social service agencies.**

## OTHER ACTIVITIES

**Led trainings and workshops internally and externally for a diverse group of professionals during past 25 years.**

**Maintain a Private Practice in Psychotherapy.**

**Member, Transitional Age Youth (TAY) Planning Panel, Alameda County, Mental Health Services Act (Prop 63)**

**Facilitated and co-founded Interfaith Connection that mediates issues of interfaith and interethnic couples.**

## HONORS

- **Steinfirst Hall Dedication by Fred Finch Youth Center Board of Directors, March 2009**
- **National recognition from the President of the United States**
- **Special citation from the Governor of New York in recognition of special legislation leadership for laws leveraging funding for disabled youth**

## PAPERS

**Project Destiny: The Sixth Year, Derivations and Implications for Residential Treatment and Traditional Agencies**, presented at the Annual Meeting of the American Association of Children's Residential Centers.

**Why Children Kill!**, presented at various conferences and community meetings.

**How to Achieve Successful Outcomes While Implementing a Managed Care Project**, presented at the Annual Meeting of the American Association of Children's Residential Centers.

**Therapeutic Content and Process in a Community Based Halfway House Program for Residential Treatment of Emotionally Disturbed Older Adolescents**, American Orthopsychiatric Association, Washington, D.C.

**The Continuing Evolution of an Outreach Adolescent Program: The Third Year of the Midwood Adolescent Project**, presented at the American Association of Psychiatric Services to Children, Chicago, Illinois.

**The New Russian Jewish Immigrant: Acculturation, Sociological and Mental Health Issues** presented at the American Association of Psychiatric Services to Children, New Orleans, Louisiana.

## FORMER AND CURRENT BOARD MEMBERSHIPS AND OTHER AFFILIATIONS

Member, Board of Directors, **Bay Area Community Services**

Member, Board of Directors, **Alameda County Meals on Wheels**

Vice-President and Member, Board of Directors, **Youth Tennis Advantage**

Member, Board of Directors, **California Alliance of Children and Family Services**

Chair, Transitional Age Services Committee, **California Alliance of Children and Family Services**

President and Executive Committee member, **Alameda County Council of Community Mental Health Agencies**

Chairperson, **Children's Committee, Mental Health Association of San Francisco**

Member, Board of Trustees, **San Francisco Performances**

Member, Board of Directors, **Family Mosaic Project, San Francisco**

## REFERENCES FURNISHED UPON REQUEST

John F. Steinfirst, LCSW  
70 Parker Avenue  
San Francisco CA 94118

(415) 753 9441 (O)  
(510) 773 9485 (M)

Dear Attorney;

This letter will confirm that you have retained John Steinfirst, LCSW on behalf of the defense to provide assistance to you as a consultant with respect to the above referenced matter. You may not notify the opposing counsel and/or the court assigned to this case that you have retained our expert unless you have signed this agreement and paid the retainer fee. Performing such notification without authorization to do so may result in legal action against your law firm. Your signature on this document and your retainer check, as referenced below, indicates that you further agree as follows:

1. You will pay a refundable retainer of \$5000.00, against which our bills will be charged. Once the retainer has been rendered and accepted, I will make himself available to handle the matter on your client's behalf, and will refuse employment by an adverse party.
2. The fee for document sorting, organization, review, shredding, research, site inspection, consultation, and preparation for trial is \$350 per hour.
3. My fee for deposition and trial testimony is \$500 per hour (with a 2 hour minimum). The minimum deposition fee (\$1000) will be paid when the deposition is scheduled. The deposing attorney will be expected to pay the remainder of the expert's fee at the end of the deposition.
4. In the event that time constraints and deadlines require that our expert work through vacations and holidays, the fee will be \$450 per hour. (You will be consulted in advance and the fee will be mutually agreed upon.)
5. Actual travel time will be reimbursed, portal to portal, at \$200 per hour, plus mileage at \$0.55 per mile in his vehicle. Every effort will be made to use travel time to perform preparatory work and charge at the \$350 rate rather than idle time at the \$200 rate.
6. Time spent waiting for delayed deposition and/or trial will be reimbursed at \$2800 per day; and
7. Expenses, travel (airline tickets will be purchased and reimbursed at the business class rate) lodging, meals, parking, etc. will be reimbursed at actual costs.
8. Either party, upon notice, may terminate this agreement prior to Mr. Steinfirst being named as your expert. Such termination will relieve each party of any assumed or implied obligations other than payment of and balance due.
9. The retaining attorney understands that when expert testimony is sought, it is reasonable to anticipate that the testimony offered will be helpful; however, retaining attorney recognizes that the expert has an obligation to respond in a forthright manner of all questions posed to him and that, in doing so, information and/or may be expressed that will not be helpful to the client's position.

I do not provide services on a contingency basis. The retainer represents five hours of my work. Should I use all five hours, you will be billed for another refundable \$5000 so that I may continue until I completed your assignment or used up that amount. This will continue until I have completed the work you require.

I will review all documents provided by the client. I may request additional documents as needed. I will form an expert opinion as to the agency or individual's conformity with community standards and appropriate laws and regulations. This opinion will be rendered to you either verbally or in writing, depending on your needs.

All communications, unless and until you me as an expert who will testify in this matter, are confidential and attorney work product. Once I am designated as your expert, I will prepare for possible testimony at deposition and trial.

Thank you for the opportunity to work with you on this matter.

Sincerely:

John F. Steinfirst, LCSW

The forgoing terms are agreed to and accepted.

\_\_\_\_\_  
Attorney Date\_\_\_\_\_