

# catalyst for change

*2005 Annual Report*

THE SAN FRANCISCO FOUNDATION

*The Community Foundation of the Bay Area*

The San Francisco Foundation mobilizes resources and acts as a **catalyst for change** to build strong communities, foster civic leadership, and promote philanthropy.

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The San Francisco Foundation is a catalyst for change: it is a core component of our mission. As a catalyst, we are asked by the community to be an integral part of solving difficult issues. Our mission extends beyond the more than 5,500 grants totaling \$60 million made from our endowment and our philanthropic partners in the last year. It also includes harnessing our broad knowledge and local expertise to address complex issues facing the region.

Once we focus on a need, we take action. With tools such as impact funds and proactive grantmaking, we address current needs with an eye toward nurturing long-term solutions.

And we do not act alone. Leveraging resources is essential to our mission. By partnering with community groups, government, foundations, and other nonprofits, we ensure that our donors' dollars perform maximum good. Together, we focus philanthropy on the ever-changing needs of the Bay Area.

**THE SAN FRANCISCO FOUNDATION**



We are an incubator for creative thinkers: experts whose intimate knowledge of the Bay Area is invaluable in partnering with nonprofits. The professional staff in our Program Department utilize their local expertise to cut quickly to the essence of issues affecting the region. Beyond community grantmaking, we also take a forward-looking approach to philanthropy. By launching initiatives that address specific problems, we provide a coordinated response to the pressing needs of our community.



By any measure, 2005 was an extraordinary year. Natural disasters have tested the endurance of people across the planet. From the Southeast Asian tsunami's wall of water to the destructive winds of Hurricane Katrina, we have all witnessed the human toll from unimaginable forces of nature.

Suffering has been great, but hope and restoration have been inspiring. Our donors and other individuals around the globe have given generously to help their fellow world citizens. At the Foundation, we responded promptly by creating the Tsunami Recovery Fund and the Hurricane Katrina Relief and Recovery Fund to support long-term recovery efforts in both regions.

One of our critical roles as a community foundation is to prepare for the safety and well-being of the five counties we serve. We have taken to heart lessons learned from the floods and inadequate evacuations in the Gulf region. Over the past year we have stepped up our own emergency preparedness procedures and continue to work closely with city, county, and regional officials to coordinate our response to any crisis.

The San Francisco Foundation responds to the needs of the Bay Area through two vital strategies. One is to nurture quick and nimble responses to solve immediate problems and sustain future well-being. The other is to plan for long-term solutions to issues that hinder our region's healthy growth.

What separates us from many community foundations is the size and vast local knowledge of our Program Department. This expertise allows us to reach out to the community with long-term initiatives that can harness energies from many sources. In this report you will discover a range of proactive projects that coordinate donors, nonprofits, government, and many other foundations to develop well-financed, sustainable results.

As we grow, we also continue to evolve. This past year we have seen the leadership of the Foundation's Board change and renew. We welcome our new Trustees and applaud their commitment to us and the Bay Area.

Our 57-year history attests that we are here for the long term and will continue to seek out innovative and comprehensive approaches that create a stronger, more just community. We are a catalyst for change. We hope you will look inside this report and discover how we are changing our community by addressing complex issues, partnering with local leaders, and building long-lasting solutions.

Tatwina Chinn Lee  
*Chair, Board of Trustees*

Sandra R. Hernández, M.D.  
*Chief Executive Officer*

1.8

## Leverage Resources

As the local partner of the Ford Foundation, we administer \$1.8 million of community investment in the city of Richmond through the Richmond Equity Development (RED) Project.

300,000

The Iron Triangle in Richmond was selected as a Koshland Program neighborhood in 2004. Twelve local leaders were honored with civic leadership awards, and a five-year, \$300,000 commitment was made to the community.

## Smart and Sustainable Development in the City of Richmond

Finding solutions to seemingly intractable problems is one of the challenges that drive program officers at the Foundation. In the city of Richmond, urban decay, job loss, and the abundance of toxic-emitting facilities have led to years of economic and environmental stagnation. When our Environment program officer, Arlene Rodriguez, learned the Ford Foundation wanted to introduce a national model of resident-driven development in Richmond, she made sure they heard her voice.

“We have a great relationship, and I let them know that a partnership with The San Francisco Foundation on the Richmond Equity Demonstration (RED) Project would allow them to utilize our local expertise,” said Arlene. “As an engaged community foundation, we are proactive in many ways – we are on the ground and working side by side with nonprofits, public agencies, and policy leaders on issues deeply important to the community.”

The Ford Foundation agreed, and the Environment Program now coordinates the RED Project with community partners like Urban Habitat, Contra Costa Faith Works, Richmond Improvement Association, and the East Bay Alliance for a Sustainable Economy.

The RED Project was initiated by asking residents of Richmond about their specific concerns and what changes they would like to see in their community. Now, three years later, the project has already achieved many of these resident-driven accomplishments. Results of the program’s work include: convincing the city to form a Just Cause



task force for tenants' rights, strengthening a policy mandating the use of local workers for development projects, and completing a land inventory that identifies at least 100 vacant or underutilized lots suitable for affordable housing development.

Tackling challenging issues and developing comprehensive solutions are major goals of The San Francisco Foundation. For more than 24 years, our Koshland Program has invested in leadership development within select neighborhoods throughout the region. Its current neighborhood is Richmond's violence-prone and environmentally damaged Iron Triangle.

"In Richmond we have more than 350 toxic-emitting facilities," notes Sharon Fuller, Koshland Program

awardee and executive director of Ma'at Youth Academy. "Our academy works in local schools to train youth to monitor their own community. When students test creeks in their neighborhood and see mutations on tadpoles, or creeks devoid of any life, it is an indicator as to the state of their environment."

The Koshland Program develops future leaders, and the RED Project welcomes them into the fold. Their local expertise is invaluable in crafting comprehensive solutions for tough issues such as petrochemical pollution, affordable housing, and smart transportation in the city in which they live and work.



## ENVIRONMENT

99 grants totaling \$2,453,908

**GOAL:** Promote environmentally sustainable practices and equitable development that guarantee livable communities and healthy environments.

**OBJECTIVE:** Facilitate the conservation of natural resources and the reduction in energy use by shifting our current consumption and production patterns toward environmentally sustainable practices. **TOTAL:** \$703,584

Alameda Creek Alliance, Canyon, \$10,000 >  
 Bay Area CREEC, California Regional Environmental Education Community, Petaluma, \$20,000  
 Bay Area Wilderness Training, San Francisco, \$15,000  
 Bay Institute of San Francisco, Novato, \$28,000 <  
 California Native Plant Society, Berkeley, \$15,000  
 Center for Biological Diversity, Tucson, \$10,000  
 East Bay Conservation Corps, Oakland, \$25,000 >  
 Environmental Justice Coalition for Water, Oakland, \$40,000 >  
 Environmental Volunteers, Palo Alto, \$27,500 >  
 Environmental Water Caucus, Oakland, \$35,000 <  
 Environmental Water Caucus, Oakland, \$50,000 <  
 Exploring New Horizons, Loma Mar, \$10,000  
 Farallones Marine Sanctuary Association, San Francisco, \$15,000 >  
 Friends of the Earth, San Francisco, \$25,000 >  
 Global Footprint Network, Oakland, \$20,000 >  
 Global Green USA, Santa Monica, \$20,000  
 Golden Gate Audubon Society, Berkeley, \$20,000 >  
 Golden Gate National Parks Conservancy, San Francisco, \$15,000 >  
 GreenInfo Network, San Francisco, \$25,000  
 Kids for the Bay, Berkeley, \$15,000  
 Natural Resources Defense Council, San Francisco, \$20,000  
 Om Organics, San Francisco, \$15,000 >  
 People's Grocery, Oakland, \$15,000 >  
 PRBO Conservation Science, Stinson Beach, \$20,000  
 Regents of the University of California, Berkeley, Berkeley, \$22,334 <  
 River of Words, Berkeley, \$15,000 >  
 Rose Foundation, Oakland, \$40,000 >  
 San Francisco Green Schoolyard Alliance, San Francisco, \$15,750 >  
 Student Conservation Association, Oakland, \$15,000 >  
 Sustainable Conservation, San Francisco, \$20,000 >  
 Thimmakka's Resources for Environmental Education, Berkeley, \$20,000 >  
 Tule Elk Park Project, San Francisco, \$10,000 >  
 World Wildlife Fund, Palo Alto, \$20,000  
 Yosemite National Institutes, Sausalito, \$15,000

**OBJECTIVE:** Promote the elimination of toxins and pollutants, and encourage precautionary policies to minimize impacts on the environment and on human health. **TOTAL:** \$705,824

Alliance for West Oakland Development, Inc., Oakland, \$20,000  
 Arc Ecology, San Francisco, \$15,000 >  
 Asian Pacific Environmental Network, Oakland, \$20,000 >  
 Bay Area Clean Air Task Force, Daly City, \$25,000  
 Bay Area Clean Air Task Force, Daly City, \$22,000  
 Clean Water Fund, San Francisco, \$20,000 >  
 Communities for a Better Environment, Oakland, \$52,324  
 Community Energy Coalition, San Francisco, \$20,000  
 Community Toolbox for Children's Environmental Health, San Francisco, \$15,000  
 Ditching Dirty Diesel Collaborative, Oakland, \$30,000  
 Earthjustice, Oakland, \$20,000  
 Environmental Justice Air Quality Coalition, Oakland, \$25,000  
 Environmental Justice Air Quality Coalition, Oakland, \$30,000  
 Environmental Law and Justice Clinic, Oakland, \$20,000 >  
 Greenaction for Health and Environmental Justice, San Francisco, \$20,000  
 Hayward Community Gardens, Inc., Hayward, \$10,000  
 Health and Environmental Funders Network, San Francisco, \$7,500  
 Immigrant Power for Environmental Health, San Francisco, \$25,000  
 International Indian Treaty Council, San Francisco, \$15,000  
 Ma'at Youth Academy, Richmond, \$20,000  
 National Environmental Trust, San Francisco, \$15,000  
 Oakland Releaf, Oakland, \$15,000  
 Our Children's Earth Foundation, San Francisco, \$5,000 <  
 Pacific Institute, San Francisco, \$30,000  
 People for Children's Health and Environmental Justice, Pinole, \$5,000  
 Public Health Institute, Oakland, \$22,000  
 Public Health Institute, Oakland, \$15,000 >  
 Transportation and Land Use Coalition, Oakland, \$10,000  
 University of California, Santa Cruz, Santa Cruz, \$77,000 >  
 Urban Habitat, Oakland, \$25,000  
 Vallecitos Mountain Refuge, Taos, \$5,000  
 West County Asthma Coalition, Martinez, \$20,000  
 West County Toxics Coalition, Richmond, \$10,000  
 Wilderness Arts and Literacy Collaborative, San Francisco, \$20,000 >

**OBJECTIVE:** Support local and regional land use planning and development practices that promote environmental stability, beauty, and integrity. **TOTAL:** \$894,500

Aim High, San Francisco, \$40,000 >  
 Alliance for a Clean Waterfront, San Francisco, \$15,000  
 Bay Area Open Space Council, San Francisco, \$7,000 <  
 Bay Area Open Space Council, San Francisco, \$20,000 >  
 Bay Area Ridge Trail Council, San Francisco, \$15,000  
 California State Parks Foundation, Kentfield, \$15,000 >  
 Contra Costa Faith Works!, Richmond, \$100,000  
 Diversity Network Project, San Francisco, \$2,500 <  
 East Bay Alliance for a Sustainable Economy, Oakland, \$40,000  
 East Bay Housing Organizations, Oakland, \$35,000  
 Environment California Research and Policy Center, Los Angeles, \$15,000



Friends of Oakland Parks and Recreation, Oakland, \$10,000 >  
 Green Foothills Foundation, Palo Alto, \$15,000 >  
 Greenbelt Alliance, San Francisco, \$105,000 >  
 Hydro Nova, Oakland, \$20,000  
 Life Frames, Inc., San Francisco, \$15,000  
 Literacy for Environmental Justice Project, San Francisco, \$20,000  
 Marin Environmental Housing Dialogue, Novato, \$15,000  
 Oakland Butterfly and Urban Gardens, Oakland, \$10,000  
 Rails to Trails Conservancy, San Francisco, \$25,000  
 Redefining Progress, Oakland, \$25,000  
 Richmond Improvement Association, Richmond, \$100,000  
 San Bruno Mountain Watch, Brisbane, \$15,000 >  
 Save Mount Diablo, Walnut Creek, \$15,000  
 Save the Bay, Oakland, \$25,000  
 Transportation and Land Use Coalition, Oakland, \$50,000 >  
 Urban Habitat, Oakland, \$75,000  
 Urban Resource Systems, San Francisco, \$20,000 >  
 Visitation Valley Greenway Project, San Francisco, \$20,000  
 Watershed Project, Richmond, \$10,000

#### Evelyn Tilden Mohrhardt Fund

This Fund supports the protection and preservation of endangered animal species and redwood trees. **TOTAL: \$150,000**

Peninsula Open Space Trust, Menlo Park, \$50,000  
 Save the Redwoods League, San Francisco, \$100,000 >

#### KOSHLAND CIVIC UNITY PROGRAM

The Koshland Civic Unity Program discovers local leaders committed to improving their neighborhoods and awards them a grant to fulfill that vision. The Koshland Program makes a five-year, \$300,000 commitment to a neighborhood and works with neighborhood residents in their efforts to build a stronger community.

The five current Koshland Program neighborhoods are:

- Iron Triangle, Richmond
- Monument Corridor, Concord
- West End, City of Alameda
- South of Market, San Francisco
- Canal, San Rafael

In 2005 the Koshland Awards Committee selected San Francisco's Bayview neighborhood for an initiative to begin in 2006.  
 Because no new neighborhood was selected in 2005, the Koshland Program made only one grant this year, to Bayshore Child Care Services in Daly City. **TOTAL: \$15,000**

< Denotes grant term is less than 12 months.  
 > Denotes grant term is longer than 12 months.

We want to succeed. The program we like the most is like the McDonalds comprehensive demographic need to access to expression. Succeed

Accomplish

4.5

Incubate

48

Since 2003 we have leveraged \$4.5 million toward building services and school reform at McClymonds High School in West Oakland.



Only 48% of students who attend Oakland public schools graduate with a high school diploma.

## Healthy Bodies, Healthy Minds – the Renewal of Public Education

Change is under way at McClymonds High School in West Oakland. Students, teachers, and families who learn, work, and live in the community feel genuine optimism that the small school reform that recently reorganized the 800-plus student body into three smaller schools will be a launching pad for success.

We want public schools like McClymonds to succeed. Our Education Program views school reform, like the changes at McClymonds, through a comprehensive lens. To realize academic achievement, schools need strong instructors, access to mentors, cultural expression programs, employment services, and quality physical and mental health services. Inside and outside the school, these tools are critical to students' success.

By partnering with private foundations, school boards, the community, and local nonprofits, we have launched comprehensive solutions for schools across the Bay Area. McClymonds is one example of how we can focus on real systemic change within a school.

At McClymonds, 288 freshmen entered the school in 1998, yet just 72 walked across the graduation stage four years later. The fact that low-income students and students of color are falling further behind across the Bay Area reveals strong disparities in academic achievement. They learn in inferior schools, deal with higher rates of teacher turnover, and have lower graduation rates and standardized test scores. Our Education Program is committed to seeking solutions to closing this achievement gap.

When students struggle with their home environment, reproductive health, or mental health issues, academic success often takes a back seat. At McClymonds, our West Oakland Initiative has been instrumental in funding and launching the McClymonds Youth and Family Center and the Chappell Hayes Health Center, both located on the campus. Students now have access to a federally qualified health clinic and a host of in-school and after-school programs.

Academic success requires not only a healthy body and environment, but also challenges for the intellect. Youth Sounds is one example of a program built to broaden the minds of students. This music and video production program gives students hands-on, in-studio experience. As they create new rhythms or edit videos, students learn to think critically, work with peers, make decisions, and manage their time.

"Over the past three years, the Foundation has helped to incubate Youth Sounds into one of the more established partners in the West Oakland community," relates Executive Director Ken Ikeda. "Its sustained support helped us move from focusing on providing activities in a safe space, to creating real economic opportunities for our youth that put them on a pathway toward higher-end employment."

## EDUCATION

# 100 grants totaling \$2,229,000

**GOAL:** Support families and communities to help children and youth succeed in school and provide opportunities for them to become confident, caring, and contributing adults.

**OBJECTIVE:** Increase publicly funded schools' ability to help children and youth succeed in school. **TOTAL:** \$734,500

826 Valencia, San Francisco, \$60,000 >  
 Alternatives in Action and the Bay Area School of Enterprise, Alameda, \$20,000  
 Bay Area Youth Fund for Education, San Francisco, \$45,000 >  
 Boys and Girls Clubs of San Francisco, San Francisco, \$35,000 >  
 Boys and Girls Clubs of the Peninsula, Menlo Park, \$10,000  
 Buena Vista Alternative School PTA, San Francisco, \$15,000  
 Chicana/Latina Foundation, Burlingame, \$20,000  
 College Track, East Palo Alto, \$30,000 >  
 Community Alliance for Learning, Berkeley, \$15,000  
 Contra Costa Interfaith Supporting Community Organization, Martinez, \$20,000  
 Day School Summerbridge, San Francisco, \$10,000  
 George R. Moscone Elementary School, San Francisco, \$15,000  
 Girls Incorporated of Alameda County, San Leandro, \$15,000  
 Helpers Engaged in Reaching Oakland's Excelling Schools, Oakland, \$20,000  
 Hillcrest Elementary School, San Francisco, \$5,000  
 Junior League of Oakland-East Bay, Lafayette, \$15,000  
 Just for the Kids – California, San Francisco, \$80,000 >  
 Leadership Public Schools, San Francisco, \$20,000  
 Mission Learning Center, San Francisco, \$45,000 >  
 Next Step Learning Center, Oakland, \$30,000  
 Oakland Asian Students Educational Services, Oakland, \$15,000  
 Oakland Public Library, Oakland, \$15,000  
 Oakland Small Autonomous Schools Foundation, Oakland, \$10,000  
 Omega Boys Club of San Francisco, San Francisco, \$40,000  
 Pacifica School Volunteers, Pacifica, \$15,000 >  
 Project SEED, Berkeley, \$20,000  
 Samaritan Neighborhood Center, Oakland, \$8,000  
 San Francisco Organizing Project, San Francisco, \$25,000  
 San Mateo County Community College Foundation, San Mateo, \$8,000  
 Seven Tepees Youth Program, San Francisco, \$15,000  
 Teach for America, Emeryville, \$28,500  
 Young Scholars Program, San Francisco, \$10,000

**OBJECTIVE:** Increase access to community-based programs that strengthen families to help children reach their fullest potential. **TOTAL:** \$367,000

Allen Temple Health and Social Services Ministries, Oakland, \$15,000  
 Bay Area Hispano Institute for Advancement, Inc., Berkeley, \$10,000  
 Canal Community Alliance, San Rafael, \$15,000  
 Chinatown Community Children's Center, San Francisco, \$15,000  
 City of Berkeley – Young Adult Project, Berkeley, \$20,000 >  
 Compass Community Services, San Francisco, \$12,000  
 Contra Costa County Service Integration Program, Martinez, \$20,000  
 Family Service Agency of San Francisco, San Francisco, \$20,000  
 Foundation Consortium for California Children and Youth, Sacramento, \$60,000  
 Joy of Sports Foundation, Sunnyvale, \$15,000  
 Nuestra Casa, East Palo Alto, \$10,000  
 Parent Institute for Quality Education, San Diego, \$10,000  
 Parent Services Project, San Rafael, \$20,000  
 Parents for Public Schools of San Francisco, San Francisco, \$40,000 >  
 Peninsula Family Connections, San Carlos, \$15,000  
 Portola Family Connections, San Francisco, \$20,000  
 Refugee Transitions, San Francisco, \$10,000  
 San Mateo County Superintendent of Schools, Redwood City, \$15,000  
 Tabernacle Community Development Corporation, San Francisco, \$25,000

**OBJECTIVE:** Increase access to and availability of youth development and youth leadership programs. **TOTAL:** \$622,500

A Home Away From Homelessness, San Francisco, \$15,000  
 Alameda County Library Foundation, Fremont, \$20,000  
 Architectural Foundation of San Francisco, San Francisco, \$20,000  
 Back on Track, San Francisco, \$15,000  
 Bay Area Community Resources, San Rafael, \$40,000 >  
 Canal Youth and Family Council, San Rafael, \$17,500  
 Children's Empowerment, Inc., San Francisco, \$15,000  
 Community Educational Services, San Francisco, \$15,000  
 Community Works, Berkeley, \$15,000  
 Community Youth Center – San Francisco, San Francisco, \$20,000  
 Contra Costa Police Athletic Association, Concord, \$15,000  
 DiversityWorks, Oakland, \$10,000  
 East Oakland Boxing Association, Oakland, \$15,000  
 Edgewood Center for Children and Families, San Francisco, \$20,000  
 Family Builders by Adoption, Oakland, \$25,000  
 Friends for Youth, Inc., Redwood City, \$15,000  
 Girls' Club of the Mid-Peninsula, East Palo Alto, \$15,000  
 GirlSource, San Francisco, \$60,000 >  
 Harbor House, Oakland, \$25,000  
 Hunters Point Family, San Francisco, \$10,000  
 Jamestown Community Center, San Francisco, \$15,000  
 KIPP San Francisco Bay Academy, San Francisco, \$15,000  
 Making Waves at The Branson School, Ross, \$15,000  
 Mission Dignity, San Francisco, \$15,000  
 Northern California Grantmakers, San Francisco, \$15,000  
 Oakland Kids First, Oakland, \$15,000  
 Potrero Hill Neighborhood House, San Francisco, \$15,000

Real Options for City Kids, San Francisco, \$15,000  
 Shih Yu-Lang Central YMCA, San Francisco, \$15,000  
 Sisterz of the Underground, San Francisco, \$10,000  
 Sunset Youth Services, San Francisco, \$20,000  
 Up on Top After School Program, San Francisco, \$10,000  
 Youth in Focus, Oakland, \$20,000  
 Youth Learning and Cultural Institute, Oakland, \$15,000  
 Youth Radio, Berkeley, \$10,000

#### Delantoni Fund

The Delantoni Fund supports initiatives and organizations addressing the design and construction of major architectural changes in educational systems. Priority is given to organizations engaging in the diagnosis of structural societal problems, the design of changes, and the design of workable tactics toward implementing massive social change in our social and political environment. **TOTAL: \$505,000**

Aim High, San Francisco, \$35,000  
 Balboa High School, San Francisco, \$100,000 >  
 Bay Area Coalition for Equitable Schools, Oakland, \$90,000 >  
 EdSource, Palo Alto, \$10,000 <  
 GreatSchools.net, San Francisco, \$100,000 >  
 Mission High School, San Francisco, \$50,000  
 Small Schools for Equity, Oakland, \$50,000  
 Youth Treatment and Education Court, San Francisco, \$70,000

## WEST OAKLAND INITIATIVE

# 35 grants totaling \$963,529

The West Oakland Initiative works to improve student outcomes at McClymonds High School through integrated community health, education, and youth development services. This seven-year initiative is a partnership with the William and Flora Hewlett Foundation.

Academics for Success, Oakland, \$60,000 <  
 Alameda Health Care Services Agency, San Leandro, \$19,750  
 Attitudinal Healing Connection, Inc., Oakland, \$27,000  
 City of Oakland, Oakland, \$15,000 <  
 Kickin' Cultural Academics into Motion, Oakland, \$72,500  
 Leadership Excellence, Oakland, \$55,000  
 McClymonds Educational Complex/Chappell Hayes Health Center, Oakland, \$60,000  
 Museum of Children's Art, Oakland, \$42,000  
 Regents of the University of California, San Francisco, \$158,779  
 Stanford University, Stanford, \$40,000  
 Stanford University, Stanford, \$40,000  
 University of California at Berkeley, Berkeley, \$20,000 <  
 University of California at Berkeley, Berkeley, \$80,000

West Oakland Community Collaborative, Oakland, \$40,000  
 YMCA of the East Bay – Metropolitan Office, Oakland, \$62,500  
 Youth Employment Partnership, Inc., Oakland, \$80,000  
 Youth Sounds, Oakland, \$72,000

#### Mini-grants Program

This mini-grants program invests in small, tightly focused programs that continue the successful efforts of this neighborhood improvement initiative; that implement components of the West Oakland Initiative's previous focus on affordable housing, workforce development, and crime/public safety; that promote opportunities for resident leadership; that provide technical assistance to build the capacity of local nonprofits; and that support one-time, community events. **TOTAL: \$59,000**

Bay Area Construction Sector Intervention Collaborative, Oakland, \$2,500 <  
 California Tomorrow, Oakland, \$3,000 <  
 City Slicker Farms, Oakland, \$3,000  
 Crucible, Oakland, \$2,000  
 East Bay Alliance for a Sustainable Economy, Oakland, \$4,000 <  
 Eden Council for Hope and Opportunity, Hayward, \$3,000 <  
 Environmental Science Institute, Oakland, \$3,000 <  
 Healthy Oakland, Oakland, \$4,000 <  
 Just Cause Oakland, Oakland, \$3,000 <  
 Leadership Excellence, Oakland, \$4,000 <  
 Oakland Based Urban Gardens, Oakland, \$4,000 <  
 People's Community Partnership Federal Credit Union, Oakland, \$2,000 <  
 Prescott Circus Theatre, Oakland, \$2,000 <  
 Prescott-Joseph Center for Community Enhancement, Inc., Oakland, \$3,000 <  
 Rebuilding Together Oakland, Oakland, \$4,500 <  
 Regents of the University of California, Berkeley, Berkeley, \$3,000 <  
 Regional Technical Training Center, Oakland, \$4,000 <  
 Stanford University, Stanford, \$5,000 <

< Denotes grant term is less than 12 months.

> Denotes grant term is longer than 12 months.



## More Than a Job, the Ladder to a Career

California is experiencing a critical shortage of workers. Across the Bay Area and the state, headhunters are hustling, desperate to find employees – they sometimes even resort to recruiting from overseas. This frantic search is for qualified nurses. While already facing a nursing shortage, California's new law mandating one nurse for every five patients has had an even more dramatic effect on the sector.

While there is a shortage of nurses, there is no shortage of low-wage workers looking to improve their lives. “The working poor often find that specific job skills that would enable them to move from poverty into sustainable livelihoods are just out of reach,” said Carol Lamont, program officer for Neighborhood and Community Development. To address these issues she sponsored a “working poor” briefing in March of 2003 to highlight the struggles many families face. Out of this successful conference a new type of collaborative was born – one that specifically addresses biotech and healthcare jobs and the critical shortage of nurses in our community.

The Bay Area Workforce Funding Collaborative (BAWFC) is a joint effort of The San Francisco Foundation and the State of California's Employment Development Department to build investment in programs that increase the skills of low-wage workers seeking jobs in healthcare and biotech. Nurtured, cultivated, and championed by Carol and her team, in its first year the Collaborative succeeded in raising \$2.1 million from 13 foundations to match the State's initial \$2 million commitment. It has also leveraged an additional \$1.2 million from employers and \$1.1 million from community colleges and other public agencies.

“As an organization that was already coordinating refresher courses for nurses, we were thrilled by the commitment of the BAWFC,” said Jim Torrens, director of training at Jewish Vocational Services (JVS). “It has enabled us, in partnership with City College of San Francisco, to double the capacity of our Registered Nurse training program.”

JVS tackles job-training with a comprehensive approach. It tutors foreign-born nurses or nurses re-entering the profession to get them up to speed on language skills, the latest technology, the next level of nurse training, and test preparation for state board exams.

“By taking a regional approach focused on specific industries – healthcare and biotech – BAWFC's research identified several key occupations in these sectors and coordinated with multiple funding sources to fill in the employment gaps. That kind of coordinated approach to workforce funding hadn't really happened before, and we are thrilled to be a partner,” relates Jim.

Organizations like JVS are being funded across the region to establish coordinated job-training programs for the working poor. By focusing on healthcare and biotech, BAWFC not only works to lift these individuals and their families to the next level of financial security, but also ensures that the level of healthcare for the entire community is raised with them.



With California's continuing population growth, the number of unfilled nursing jobs across the state could exceed 122,000 by 2030, according to a University of California at San Francisco study.

122,000



700

In the Bay Area Workforce Funding Collaborative's first grantmaking cycle, 700 unskilled, low-income, and dislocated workers are being trained for healthcare and biotech careers. These jobs provide entry-level earnings for new workers ranging from \$27,000 to \$60,000 per year.

### NEIGHBORHOOD AND COMMUNITY DEVELOPMENT

93 grants totaling \$2,910,722

**GOAL:** Promote safe, healthy, and affordable neighborhoods and sustainable livelihoods for individuals and families.

**OBJECTIVE:** Increase affordable housing opportunities for low and extremely low-income households. **TOTAL:** \$551,972

Affordable Housing Associates, Berkeley, \$20,000  
Allied Housing, Inc., Hayward, \$20,000 <  
Booker T. Washington Community Service Center, Berkeley, \$20,000  
California Housing Partnership Corporation, San Francisco, \$15,000  
Community Housing Development Corporation of North Richmond, Richmond, \$25,000  
Community Housing Partnership, San Francisco, \$25,000  
Conard House, San Francisco, \$25,000  
Contra Costa Faith Works!, Richmond, \$20,000  
Contra Costa Interfaith Housing, Inc., Martinez, \$25,000  
Council of Community Housing Organizations, San Francisco, \$25,000  
East Bay Housing Organizations, Oakland, \$20,000  
Eden Housing, Inc., Hayward, \$25,000  
Episcopal Community Services of San Francisco, San Francisco, \$35,000  
HomeBase/The Center for Common Concerns, San Francisco, \$20,000  
Housing California, Sacramento, \$20,000 <  
Information Technology Consortium, San Francisco, \$30,000  
Just Cause Oakland, Oakland, \$15,000  
Mercy Housing California, San Francisco, \$25,000  
Non-Profit Housing Association of Northern California, San Francisco, \$60,000  
Peninsula Interfaith Action, San Carlos, \$20,000  
Renewed HOPE Housing Advocates, Alameda, \$11,972  
Resources for Community Development, Berkeley, \$20,000  
San Francisco Housing Action Coalition, San Francisco, \$20,000  
Tri-Valley Interfaith Poverty Forum, Livermore, \$10,000

**OBJECTIVE:** Increase access to sustainable livelihoods through workforce development, economic development, and assistance. **TOTAL:** \$1,688,750

Allied Fellowship Service, Oakland, \$20,000  
American Community Partnerships, Washington D.C., \$10,000 <  
Asian Neighborhood Design, San Francisco, \$25,000  
Bay Area Construction Sector Intervention Collaborative, Oakland, \$20,000  
Bread Project, Oakland, \$15,000  
California Workforce Association, Sacramento, \$50,000  
CAMINOS Centro de Capacitación, San Francisco, \$25,000  
City College of San Francisco, San Francisco, \$25,000  
Community Association for Rehabilitation, Palo Alto, \$10,000  
Family Independence Initiative – National, Oakland, \$15,000 <  
Golden Gate Community, Inc., San Francisco, \$25,000

Goodwill Industries of the Greater East Bay, Oakland, \$25,000  
Haight Ashbury Food Program, San Francisco, \$25,000  
International Rescue Committee, San Francisco, \$10,000  
Jewish Vocational Service, San Francisco, \$50,000  
Jewish Vocational Service, San Francisco, \$258,250 >  
Jobs for Homeless Consortium, Oakland, \$15,000  
Juma Ventures, San Francisco, \$25,000  
La Cocina, San Francisco, \$15,000 <  
LIFETIME: Low-Income Families Empowerment through Education, Oakland, \$25,000  
National Economic Development and Law Center, Oakland, \$42,000  
National Economic Development and Law Center, Oakland, \$40,000  
NOVA Workforce Board – City of Sunnyvale, Sunnyvale, \$83,500 >  
Opportunities for Technology Information Careers, Antioch, \$25,000  
People's Community Partnership Federal Credit Union, Oakland, \$20,000  
Private Industry Council of San Francisco, Inc., San Francisco, \$25,000  
Private Industry Council of San Francisco, Inc., San Francisco, \$125,000 >  
Rubicon Programs, Inc., Richmond, \$50,000  
San Francisco Chamber of Commerce Foundation/San Francisco Works, San Francisco, \$125,000 >  
San Francisco EARN, San Francisco, \$25,000  
San Francisco Works, San Francisco, \$25,000  
San Mateo County Human Services Agency, Belmont, \$46,500 >  
Shirley Ware Education Center, Oakland, \$168,500 >  
Spanish Speaking Unity Council of Alameda County, Inc., Oakland, \$50,000  
Springboard Forward, Mountain View, \$15,000  
Stay in School Family Resource Center, San Francisco, \$25,000  
Supportive Housing Employment Collaborative, San Francisco, \$25,000  
United Way of the Bay Area, San Francisco, \$25,000 <  
Women's Action to Gain Economic Security, Oakland, \$15,000  
Women's Initiative for Self-Employment, San Francisco, \$25,000  
Workforce Investment Board of Santa Cruz County, Santa Cruz, \$20,000 >

**OBJECTIVE:** Strengthen the safety net of services, including emergency food, shelter, and crisis programs that protect individuals and families against the adverse effects of poverty. **TOTAL:** \$670,000

At the Crossroads, San Francisco, \$20,000  
Berkeley Food and Housing Project, Berkeley, \$25,000  
Building Futures with Women and Children, San Leandro, \$25,000  
Building Opportunities for Self-Sufficiency, Berkeley, \$30,000  
Catholic Charities CYO, San Francisco, \$20,000  
Catholic Charities CYO, San Francisco, \$25,000  
Central City Hospitality House, San Francisco, \$20,000  
Community Working Group, Inc., Palo Alto, \$20,000  
Contra Costa Health Services Homeless Program, Martinez, \$20,000  
Covenant House California, Oakland, \$25,000  
Dolores Street Community Services, San Francisco, \$25,000  
East Oakland Community Project, Oakland, \$30,000  
First Place Fund for Youth, Oakland, \$25,000  
Hamilton Family Center, San Francisco, \$30,000  
Homeward Bound of Marin, San Rafael, \$10,000  
InnVision, San Jose, \$25,000  
Larkin Street Youth Services, San Francisco, \$25,000

Mary Elizabeth Inn, San Francisco, \$20,000  
Mount Saint Joseph-Saint Elizabeth, San Francisco, \$20,000  
Pittsburg Pre-school and Community Council, Pittsburg, \$25,000  
Raphael House, San Francisco, \$20,000  
Rubicon Programs, Inc., Richmond, \$30,000  
Samaritan House, San Mateo, \$25,000  
Shelter Network, Burlingame, \$25,000  
Shelter, Inc. of Contra Costa County, Martinez, \$35,000  
Saint Vincent de Paul Society of San Mateo, San Mateo, \$25,000  
Swords to Plowshares, San Francisco, \$25,000  
United Council of Human Services, San Francisco, \$20,000

< Denotes grant term is less than 12 months.

> Denotes grant term is longer than 12 months.

## Raising Voices for Democracy

In our democracy, the ability to vote is the most powerful tool that a citizen can wield. Yet across California, millions of people neglect to reach out and grab that power. During Governor Schwarzenegger's recent special election in November of 2005, only 49.6% of registered voters turned out to vote, and this figure does not include the millions of potential eligible voters who still have yet to register.

Many people in our community refuse to accept this lack of participation. Pastor Myong Bae Choi of the Alameda Korean Presbyterian Church is one of them. Realizing that many of the poorest and newest residents in his community were not exercising their right and responsibility to vote, Pastor Choi and his congregation decided to become involved.

He started by attending workshops held by our Social Justice Program and FAITHS Initiative to educate nonprofits and congregations on how to register voters in their community. These workshops are part of an overall strategy of the Foundation's Get Out the Vote (GOTV) Mini-grants Program. By offering quick-turnaround grants from \$500 to \$5,000 to grassroots organizations and local churches, these groups are able to engage in voter turnout, registration, and voter education. The Program especially targets low-income residents, people of color, young people, and new citizens.

"The seeds of our GOTV Program were the efforts by many in our community to educate minorities and youth on the impact that Proposition 54 (which would prohibit the state from classifying any person by race, ethnicity, color, or national origin) would have on their lives," said Ron Rowell, program officer for Social Justice. "They came to us for funding and we responded by hosting a vigorous and exciting convening. As a result our GOTV Program was born."

In a joint effort with the FAITHS Initiative, GOTV provided grants to organizations that registered voters for the 2004 general election. These organizations were responsible for 20% of all the newly registered voters in the counties served.

Nonpartisan voter education is essential to creating lasting increases in voter turnout. Studies show that in each election in which new voters are registered, 50% will go on to vote in the next election. We see this as a long-term effort to build the rolls of engaged voters in the Bay Area. Through the GOTV Program, our partners provide clear, easy-to-access information that encourages active participation in our democratic process.

"Voting is an effective, empowering action for everyone. It is particularly important to bring under-represented communities into the political process."

- Sandor and Faye Straus, Donor Advisors







200

6,300

## Involved and Informed

**Get Out the Vote.** Through its mini-grants program, Social Justice reached over 200 organizations working on get-out-the-vote efforts and registered 6,300 new voters.

## SOCIAL JUSTICE

114 grants totaling \$1,423,112

**GOAL:** Inspire civic action and democratic participation that contribute to a just society.

**OBJECTIVE:** Engage Bay Area residents in understanding and protecting their civil and human rights; and decrease discrimination against individuals based upon race/ethnicity, gender, disability, age, national origin, religion, marital status, or sexual orientation. **TOTAL:** \$293,012

American Arab Anti-Discrimination Committee – San Francisco, San Francisco, \$20,000 >  
California Prison Focus, San Francisco, \$10,000  
Cambodian Community Development, Oakland, \$10,000  
Center on Juvenile and Criminal Justice, San Francisco, \$20,000  
Discrimination Research Center, Berkeley, \$10,000  
Filipinos for Affirmative Action, Oakland, \$15,000  
Hatchuel Tabernik and Associates, Berkeley, \$15,000  
Inmate Correctional Education Project, Foster City, \$20,000  
Islamic Networks, Inc., San Jose, \$12,000  
National Center for Youth Law, Oakland, \$30,000 >  
San Francisco Department of Public Works, San Francisco, \$116,012  
Turning Heads, San Francisco, \$15,000

**OBJECTIVE:** Increase adult and youth civic participation and leadership, including support for emerging leaders in the non-profit sector. **TOTAL:** \$741,500

Angel Island Immigration Station Foundation, San Francisco, \$15,000  
Applied Research Center, Oakland, \$15,000  
Asian Pacific Islander Youth Promoting Advocacy and Leadership, Oakland, \$10,000  
Bay Area Immigrant Rights Coalition, Oakland, \$15,000  
Berkeley Organizing Congregations for Action, Berkeley, \$10,000  
California Association of Community Organizations for Reform Now, Oakland, \$30,000  
California Youth Connection, San Francisco, \$15,000  
Canal Welcome Center, San Rafael, \$10,000  
Canal Welcome Center, San Rafael, \$15,000  
Center for Lesbian and Gay Studies in Religion and Ministry, Berkeley, \$15,000  
Center for Third World Organizing, Oakland, \$15,000  
Children of Lesbians and Gays Everywhere, San Francisco, \$15,000  
Chinese Progressive Association, San Francisco, \$15,000  
City Youth Now, San Francisco, \$30,000 >  
Community Development Institute, East Palo Alto, \$10,000  
Community Development Institute, East Palo Alto, \$20,000 >  
Concord Community Economic Development Organization, Concord, \$20,000  
Congregations Organizing for Renewal, Hayward, \$10,000

Court Appointed Special Advocates of Contra Costa County, Walnut Creek, \$15,000  
Critical Resistance, Oakland, \$10,000  
Each One Reach One, Pacifica, \$15,000  
East Bay Central American Refugee Committee, Oakland, \$10,000  
Ella Baker Center for Human Rights, Oakland, \$10,000  
Filipino Community Center, San Francisco, \$10,000  
Fundors' Collaborative on Youth Organizing, New York, \$5,000  
Gay, Lesbian, and Straight Education Network, Concord, \$15,000  
Gay-Straight Alliance Network, San Francisco, \$15,000  
Interfaith Coalition for Immigrant Rights, San Francisco, \$15,000  
Iraqi Community Association, San Francisco, \$20,000  
Justice Policy Institute, Washington D.C., \$15,000  
Lao Lu Mien Culture Association, Inc., Oakland, \$10,000  
Lavender Youth Recreation and Information Center, San Francisco, \$15,000  
Media Alliance, Oakland, \$30,000 >  
Mission Community Council, San Francisco, \$10,000  
Monument Community Partnership, Concord, \$20,000  
Movement Generation, Oakland, \$15,000  
Movement Strategy Center, Oakland, \$10,000  
Mujeres Unidas y Activas, San Francisco, \$15,000  
San Francisco Lesbian, Gay, Bisexual, Transgender Community Center, San Francisco, \$23,000  
San Francisco State University Foundation, San Francisco, \$20,000  
School of Unity and Liberation, Oakland, \$10,000  
South of Market Community Action Network, San Francisco, \$15,000  
Spanish Speaking Citizens Foundation, Oakland, \$15,000  
Spirit Life Center, San Francisco, \$10,000  
Volunteer Center of Contra Costa, Walnut Creek, \$15,000  
Women's Building, San Francisco, \$10,000  
Women's Foundation of California, San Francisco, \$25,000  
Youth Media Council, Oakland, \$20,000 >  
Youth United for Community Action, East Palo Alto, \$12,000

**OBJECTIVE:** Increase access to and availability of legal services, especially for low-income residents and newcomers. **TOTAL:** \$315,500

Asian Law Caucus, San Francisco, \$30,000 >  
Bay Area Legal Aid, Oakland, \$15,000  
Catholic Charities of the East Bay, Oakland, \$15,000  
Center for Social Justice, Berkeley, \$15,000  
Centro Legal de la Raza, Oakland, \$15,000  
Community Legal Services in East Palo Alto, East Palo Alto, \$15,000  
Donald P. McCullum Youth Court, Oakland, \$15,000  
East Bay Sanctuary Covenant, Berkeley, \$10,000  
Equal Rights Advocates, San Francisco, \$15,000  
General Assistance Advocacy Project, San Francisco, \$15,000  
Hastings College of the Law, San Francisco, \$10,000  
Immigrant Legal Resource Center, San Francisco, \$20,000  
International Institute of San Francisco, Redwood City, \$15,000  
International Institute of the East Bay, Oakland, \$15,000  
Legal Aid Society – Employment Law Center, San Francisco, \$20,000  
Legal Assistance for Seniors, Oakland, \$15,000



Legal Language Access Project, Oakland, \$20,000  
 Legal Services for Prisoners with Children, San Francisco, \$15,000  
 National Legal Sanctuary for Community Advancement,  
 San Francisco, \$15,000  
 Transgender Law Center, San Francisco, \$10,000

#### Get Out the Vote Mini-grants Program

This mini-grants program supports grassroots organizations working to improve voter education and to increase voter registration and turnout among those populations who participate less in voting, namely low-income residents, primarily people of color, young people, and new citizens. **TOTAL: \$75,000**

Alameda Health Consortium, Alameda, \$2,000 <  
 Alameda Point Collaborative, Alameda, \$1,800 <  
 American Arab Anti-Discrimination Committee – San Francisco,  
 San Francisco, \$1,300 <  
 Asian Immigrant Women Advocates, Oakland, \$3,600 <  
 Asian Pacific Islander Youth Promoting Advocacy and Leadership,  
 Oakland, \$970 <  
 Cambodian Community Development, Oakland, \$1,000 <  
 Canal Welcome Center, San Rafael, \$3,000 <  
 Chinatown Community Development Center, San Francisco, \$3,000 <  
 Chinese American Voters Education Committee, San Francisco, \$5,000 <  
 Congregations Organizing for Renewal, Hayward, \$3,000 <  
 Contra Costa ACORN, Bay Point, \$5,000 <  
 Contra Costa Interfaith Supporting Community Organization,  
 Martinez, \$2,000 <  
 Democracy Matters Institute, Washington D.C., \$1,500 <  
 East Bay Asian Voter Education Consortium, Walnut Creek, \$1,000 <  
 East Bay Community Law Center, Berkeley, \$500 <  
 Filipinos for Affirmative Action, Oakland, \$1,500 <  
 Good Samaritans of the East Bay, Alameda, \$1,000 <  
 Grace Urban Ministries, Inc., San Francisco, \$1,000 <  
 League of Women Voters of California Education Fund,  
 Sacramento, \$1,000 <  
 Mission Neighborhood Health Center, San Francisco, \$1,000 <  
 Oakland Community Housing, Inc., Oakland, \$5,000 <  
 OaklandVOTE, Oakland, \$2,000 <  
 Planned Parenthood Golden Gate, San Francisco, \$2,000 <  
 Redwood City School District, Redwood City, \$500 <  
 Saint Mark's Church, Richmond, \$1,500 <  
 Saint Peter Martyr Church, Pittsburg, \$1,500 <  
 San Francisco Organizing Project, San Francisco, \$430 <  
 San Francisco Organizing Project, San Francisco, \$5,000 <  
 Tabernacle Community Development Corporation, San Francisco, \$3,000 <  
 Theatre Bay Area, San Francisco, \$5,000 <  
 United Cerebral Palsy of the Golden Gate, Oakland, \$1,000 <  
 West Oakland Community Collaborative, Oakland, \$5,000 <  
 Women's Intercultural Network, San Francisco, \$3,000 <

## FAITHS INITIATIVE

# 19 grants totaling \$62,000

The FAITHS Initiative focuses its grants on community building. Grants support secular activities by faith-based organizations that work on issues of affordable housing policy and development, youth organizing and development, and capacity building.

Alameda Korean Presbyterian Church, Alameda, \$3,000  
 Buena Vista United Methodist Church, Alameda, \$3,000  
 Downs Memorial United Methodist Church, Oakland, \$5,000  
 Good Samaritans of the East Bay, Alameda, \$3,000  
 Grace Lutheran Church, Richmond, \$3,000  
 Harbor House, Oakland, \$3,750 <  
 Jesus is the Answer, Inc., Oakland, \$3,000  
 Manos Unidas Community Development Center, San Francisco, \$3,750 <  
 Marin Interfaith Youth Outreach, San Rafael, \$3,750 <  
 Masjidul Waritheen, Oakland, \$3,000  
 Masjidul Waritheen, Oakland, \$3,750 <  
 Northern California Interreligious Conference, Oakland, \$3,000  
 Oakland Coalition of Congregations, Oakland, \$3,000  
 Saint Boniface Church, San Francisco, \$3,000  
 Saint Boniface Neighborhood Center, San Francisco, \$3,000  
 Schools of the Sacred Heart, San Francisco, \$3,000  
 Sojourner Truth Health Ministry, Richmond, \$3,000  
 Westminster Hills Presbyterian Church, Hayward, \$3,000  
 Youth in Motion, Oakland, \$3,000

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6.5

6.5 million of California's residents – or 20.7% of the state's population – do not have health insurance.

Over 37% of California's non-citizen children

## Amplifying Change – Healthcare Access and Public Policy

It is natural for us to support the “boots on the ground” work of local nonprofits; yet, on a parallel track, we are also strongly engaged in the public policy issues that frame our work and the work of our grantees. This two-track approach allows us to work with our partners both to confront immediate needs in the community and to impact policies that have profound influences across the Bay Area.

“We take a leadership role in influencing public policy,” said James Head, director of Programs. “We are fortunate that the size and expertise of our Program staff allow us to disseminate information, do research, convene disparate interests, and fund policy and advocacy efforts.”

For our Community Health Program, striving for meaningful policy change is essential to its goal. Healthcare is a highly regulated field. Rules govern who is eligible for services, what services can be provided, who can provide services, and how those services can be reimbursed and often create barriers to access.

“The California Pan-Ethnic Health Network (CPEHN) is a great example of an organization that we fund that really digs in to change public policy,” said Tangerine Brigham, program officer for Community Health.

A woman with brown hair tied back, wearing a white lab coat, is looking at a large medical display. The display features various anatomical diagrams, including a large one of the human torso showing internal organs like the heart and lungs. There are also smaller circular diagrams and text. A man with glasses is partially visible on the left, also looking at the display. The background is a light-colored wall.

55

Over half (55%) of California's uninsured are Latino.

are uninsured.

37

"Thanks to The San Francisco Foundation and our other supporters, CPEHN has led the way in ensuring that people of color can live healthy lives. We are doing this by encouraging health plans to provide interpreters for patients who don't speak English and by advocating for state agencies to collect race, ethnicity, and language data to measure our progress in eliminating health disparities and achieving equal access to quality care."

- Martin Martinez, Policy Director, California Pan-Ethnic Health Network (CPEHN)

"When an issue like Proposition 54, which threatened to restrict research and race-based health data collection, came along, CPEHN mobilized its communities in the successful effort to defeat it."

We like to take a preventative approach. By actively working to create long-term change in the health-care system, we hope to eliminate many of the health problems that people suffer because of their inability to access care.

Funding organizations whose focus is shaping policy and energizing their communities creates a new dialogue. It pulls Bay Area residents into the conversation and helps them understand that what happens in local and state government will greatly affect their neighborhoods. Policy work often boils down to education. By disseminating information, our partners provide people with opportunities to be informed and get involved in the long-term decisions that will affect their lives.

## COMMUNITY HEALTH

93 grants totaling \$3,152,500

**GOAL:** Promote safe, healthy, and affordable neighborhoods and sustainable livelihoods for individuals and families.

**OBJECTIVE:** Promote improved health and well-being through community-based prevention and harm-reduction efforts; and improve access to health and behavioral health services.

**TOTAL:** \$2,650,500

A Home Within, San Francisco, \$20,000  
 Adult Day Services Network of Alameda County, Oakland, \$15,000 <  
 Afghan Elderly Association, Union City, \$15,000  
 AIDS Community Research Consortium, Redwood City, \$30,000 >  
 Alameda County Public Health Department, Oakland, \$20,000  
 American Foundation for AIDS Research, New York, \$15,000 >  
 Asian and Pacific Islander Wellness Center, San Francisco, \$20,000  
 Asian Community Mental Health Services, Oakland, \$20,000  
 Bay Area Black United Fund, Oakland, \$150,000 >  
 Bay Area Tumor Institute, Oakland, \$30,000 >  
 Better Health Foundation, Oakland, \$20,000  
 Black Coalition on AIDS, Inc., San Francisco, \$22,500  
 Blind Babies Foundation, San Francisco, \$25,000  
 California Pan-Ethnic Health Network, Oakland, \$22,500  
 Catholic Charities CYO, San Francisco, \$60,000 >  
 Central American Resource Center, San Francisco, \$40,000 >  
 Coastal Health Alliance, Point Reyes Station, \$20,000  
 Community Awareness and Treatment Services, San Francisco, \$20,000  
 Community Breast Health Project, Palo Alto, \$20,000  
 Community Clinic Consortium of Contra Costa, San Pablo, \$70,000 >  
 Community Health Works of San Francisco, San Francisco, \$60,000 >  
 Community Overcoming Relationship Abuse, Burlingame, \$20,000  
 Continuum, San Francisco, \$40,000  
 Continuum, San Francisco, \$80,000 >  
 East Bay Innovations, San Leandro, \$15,000  
 Ed Roberts Campus, Berkeley, \$20,000  
 Family Service Agency of Marin County, San Rafael, \$20,000  
 Fred Finch Youth Center, Oakland, \$25,000  
 G.O.A.L.S. for Women, Oakland, \$15,000  
 Glide Memorial Church/Glide Foundation, San Francisco, \$60,000 >  
 Haight Ashbury Free Clinic, San Francisco, \$60,000 >  
 Health Access Foundation, Oakland, \$60,000 >  
 Health-Interfaith Partnership, Martinez, \$20,000  
 Healthy Oakland, Oakland, \$15,000  
 Hearing and Speech Center of Northern California, San Francisco, \$20,000  
 Institute for Community Health Outreach, San Francisco, \$25,000  
 Iris Center Women's Counseling and Recovery Services, San Francisco, \$20,000

Japanese Community Youth Council, San Francisco, \$20,000  
 Jewish Family and Children's Services, San Francisco, \$100,000 >  
 Kimochi, Inc., San Francisco, \$60,000 >  
 Korean Community Center for the East Bay, Oakland, \$20,000  
 Latino Coalition for a Healthy California, Sacramento, \$10,000  
 Latino Commission on Alcohol and Drug Abuse Services of San Mateo County, Inc., South San Francisco, \$20,000  
 Lavender Seniors of the East Bay, San Leandro, \$15,000  
 Legal Aid Society of San Mateo County, San Mateo, \$20,000  
 Leukemia and Lymphoma Society, San Francisco, \$10,500  
 Light-House for the Blind and Visually Impaired, San Francisco, \$25,000  
 Lion's Center for the Visually Impaired of Diablo Valley, Pittsburg, \$20,000  
 Marin City Steps to Good Health, Marin City, \$20,000  
 Mental Health Association of San Francisco, San Francisco, \$20,000 <  
 Most Holy Redeemer AIDS Support Group, San Francisco, \$40,000 >  
 Multicultural Institute, Berkeley, \$25,000  
 National Council on Alcoholism and Other Drug Addictions – Bay Area, San Francisco, \$20,000  
 National Council on Crime and Delinquency, Oakland, \$20,000  
 New Connections, Concord, \$70,000 >  
 New Generation Health Center, San Francisco, \$15,000  
 Northern California Grantmakers, San Francisco, \$5,000  
 Oakes Children's Center, Inc., San Francisco, \$20,000  
 Ombudsman, Inc., Oakland, \$15,000  
 Operation Access, San Francisco, \$20,000  
 Options Recovery Services, Berkeley, \$20,000  
 Pacific Center for Human Growth, Berkeley, \$30,000 >  
 Physicians for Reproductive Choice and Health, New York, \$20,000  
 Physicians for Social Responsibility, Berkeley, \$20,000  
 Planned Parenthood of Shasta-Diablo, Concord, \$20,000  
 Public Health Institute, Oakland, \$50,000  
 Ravenswood Family Health Center, East Palo Alto, \$50,000 >  
 SAGE Project, San Francisco, \$20,000  
 Saint Anthony Foundation, San Francisco, \$25,000  
 Saint John's Educational Thresholds Center, San Francisco, \$20,000  
 Saint Joseph's Center for the Deaf and Hard of Hearing, Hayward, \$15,000  
 San Francisco General Hospital Foundation, San Francisco, \$100,000 >  
 San Francisco Senior Center, San Francisco, \$80,000 >  
 San Francisco Women Against Rape, San Francisco, \$20,000  
 Sitike Counseling Center, South San Francisco, \$20,000  
 Spanish Speaking Women's Cancer Initiative, Oakland, \$150,000 >  
 Support for Families of Children with Disabilities, San Francisco, \$25,000  
 United Laotian Community Development, Inc., Richmond, \$20,000  
 Vietnamese Elderly Mutual Assistance Association of San Francisco, San Francisco, \$20,000  
 We Care Services for Children, Concord, \$15,000  
 Women's Cancer Resource Center, Oakland, \$25,000  
 Women's Global Health Imperative, San Francisco, \$30,000  
 Young Women United for Oakland, Oakland, \$15,000

**OBJECTIVE:** Strengthen the safety net of services, including emergency food, shelter, and crisis programs that protect individuals and families against the adverse effects of poverty.

**TOTAL:** \$152,000

Ecumenical Hunger Program, East Palo Alto, \$20,000  
Elder Abuse Prevention, Richmond, \$25,000  
Food Runners, San Francisco, \$15,000  
Institute on Aging, San Francisco, \$17,000  
Loaves and Fishes of Contra Costa, Danville, \$15,000  
Open Heart Kitchen of Livermore, Inc., Livermore, \$15,000  
Project Open Hand, San Francisco, \$5,000  
San Francisco Food Bank, San Francisco, \$20,000  
San Francisco Suicide Prevention, San Francisco, \$20,000

#### Youth Sports Initiative

The Youth Sports Initiative aims to increase the number of children and youth served by after-school sports programs in San Francisco and Alameda Counties. Sports are a key element in an overall strategy of youth development that promotes physical health, social and emotional well-being, academic success, and leadership among young people. The San Francisco Foundation serves as a general partner to the Initiative along with the Robert Wood Johnson Foundation and the Evelyn and Walter Haas, Jr. Fund, which established the Initiative in 1999. **TOTAL:** \$350,000

Team Up for Youth, Oakland, \$350,000

## PHILANTHROPY AND NONPROFIT SECTOR

# 44 grants totaling \$486,000

**GOAL:** Provide leadership to the field of philanthropy and the nonprofit sector.

**OBJECTIVE:** Increase educational opportunities, expertise, and research to help guide philanthropic resources to increase community impact. **TOTAL:** \$420,000

Asian Pacific Fund, San Francisco, \$20,000  
Bay Area Local Initiatives Support Corporation, San Francisco, \$45,000  
Center for Community-based Organizations of Contra Costa, Concord, \$40,000 >  
CompassPoint Nonprofit Services, San Francisco, \$25,000  
CompuMentor, San Francisco, \$25,000  
Foundation Center, San Francisco, \$15,000  
Grassroots Institute for Fundraising Training, Denver, \$15,000  
Hands on Bay Area, San Francisco, \$20,000  
LeaderSpring, Oakland, \$60,000 >  
Nonprofit Finance Fund, San Francisco, \$25,000  
Northern California Community Loan Fund, San Francisco, \$30,000  
Northern California Council for the Community, San Francisco, \$35,000  
Northern California Grantmakers, San Francisco, \$25,000  
Ready to Respond, San Francisco, \$40,000

**OBJECTIVE:** Increase opportunities for responsible stewardship, dialogue, sharing best practices, and partnerships across the field.

**TOTAL:** \$11,000

National Network of Grantmakers, Minneapolis, \$5,000  
Native Americans in Philanthropy, Little Canada, \$6,000

#### Holiday Grants

The San Francisco Foundation makes a number of unsolicited grants, ranging from \$500 to \$1,500, to assist direct service agencies throughout the Bay Area with special holiday season events for the most needy. **TOTAL:** \$55,000

Alameda Point Collaborative, Alameda, \$1,500 <  
American Indian Child Resource Center, Oakland, \$1,500 <  
Compass Community Services, San Francisco, \$750 <  
Contra Costa County, El Cerrito, \$1,000 <  
East Bay Center for the Performing Arts, Richmond, \$1,500 <  
East Oakland Youth Development Center, Oakland, \$1,500 <  
Ecumenical Hunger Program, East Palo Alto, \$1,500 <  
Families in SRO Collaborative, San Francisco, \$1,250 <  
Family House, San Francisco, \$500 <  
Grace Lutheran Church, Richmond, \$1,500 <  
Grupo de la Comida, San Francisco, \$1,500 <  
Interfaith Network for Community Help, Los Altos, \$1,500 <  
La Familia Counseling Services, Hayward, \$500 <  
Leadership Excellence, Oakland, \$500 <  
LIFETIME: Low-Income Families, Empowerment through Education, Oakland, \$1,000 <  
Making Changes Center, Richmond, \$1,000 <  
Mount Saint Joseph-Saint Elizabeth, San Francisco, \$750 <  
Oberlin Dance Collective, San Francisco, \$500 <  
Phil-Am Senior Center, San Francisco, \$750 <  
Pittsburg Pre-School and Community Council, Pittsburg, \$1,500 <  
SalvaSIDA, Oakland, \$500 <  
San Francisco Child Abuse Prevention Center, San Francisco, \$1,500 <  
San Francisco Chronicle Season of Sharing Fund, San Francisco, \$25,000  
Sunset Youth Services, San Francisco, \$1,500 <  
Telegraph Hill Neighborhood Center, San Francisco, \$1,500 <  
United Laotian Community Development, Inc., Richmond, \$500 <  
Vietnamese-American Friendship Group in San Rafael, San Rafael, \$1,500 <  
West Bay Alano Club, Daly City, \$1,000 <

< Denotes grant term is less than 12 months.

> Denotes grant term is longer than 12 months.





“As the president of the board of the Fine Arts Museums of San Francisco and as a donor to many major arts organizations and cultural activities, I am inspired by the excellent new pieces in our museums. Yet I also realize that many up-and-coming artists and small arts organizations in our region struggle to find support for their work. That’s why I give to the Fund for Artists. I applaud the Fund for valuing local artists and offering them opportunities for individual commissions. Recognizing and supporting these artists enriches the culture of the Bay Area and nurtures the next great generation of artists.”

**- Dede Wilsey, Donor Advisor**



## Survival of the Artist and the Bay Area’s Creative Culture

Fifteen years ago, a survey of Bay Area artists revealed the intricate fabric of commissions, side jobs, and grants needed to stitch together a career as a professional artist in our region.

A follow-up to this study was commissioned in 2004 to judge where the local artistic community currently stands. The new study shows that the percentage of artists earning money from their art is on the decline. Sixty-three percent earned less than \$7,000 per year, and the median income from all sources was \$35,000. More and more artists are relegated to working other jobs to supplement their income.

The San Francisco Foundation’s Arts and Culture Program saw these statistics as a barometer of the support for arts in our community. Since the initial study 15 years ago, government funding for the arts has collapsed. In 1995 the National Endowment for the Arts eliminated its funding for individual artists. Just four years ago, the California Arts Council gave \$32 million in grants; today it gives less than \$1 million.

“I decided to see what the Foundation could do to bring awareness and solutions to these issues,” said John Killacky, program officer for Arts and Culture. “I felt that through leveraging the resources of other foundations and our large pool of art-loving donors we could work to revitalize the arts community.”

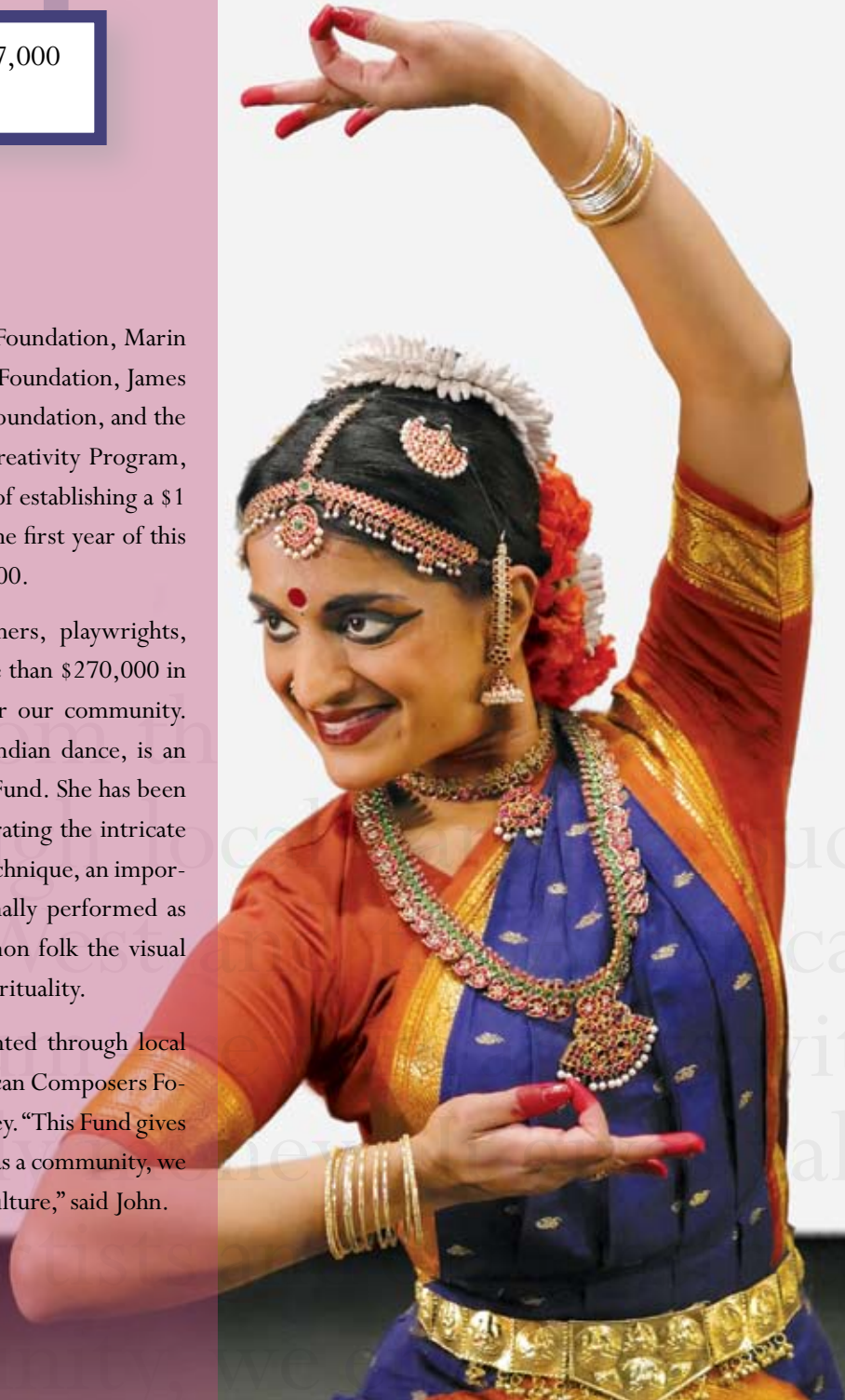


63% of Bay Area artists earn less than \$7,000 per year from their art.

In collaboration with the East Bay Community Foundation, Marin Community Foundation, Peninsula Community Foundation, James Irvine Foundation, William and Flora Hewlett Foundation, and the Ford Foundation's Leveraging Investments in Creativity Program, John initiated the Fund for Artists – with a goal of establishing a \$1 million fund for individual Bay Area artists. In the first year of this initiative, the Fund has raised more than \$900,000.

To date, composers, performers, choreographers, playwrights, and visual artists have been rewarded with more than \$270,000 in commissions to create myriad works of art for our community. Nitya Venkateswaran, who performs classical Indian dance, is an example of the creative spirit embodied by the Fund. She has been commissioned to produce a new piece incorporating the intricate complexities of the traditional Bharatanatyam technique, an important classical form from southern India. Originally performed as part of temple rituals, these dances gave common folk the visual means to comprehend sacred Hindu texts on spirituality.

Commissions from the Fund for Artists – granted through local partners such as Worlds ArtsWest and the American Composers Forum – reward artists with more than simply money. "This Fund gives validation to these artists and demonstrates that, as a community, we encourage and revel in a vital and thriving arts culture," said John.



## ARTS AND CULTURE

156 grants totaling  
\$1,680,310

**GOAL:** Nurture creativity, support arts education, and broaden cultural participation in order to enrich, develop, and celebrate communities.

**OBJECTIVE:** Increase opportunities for access by all to participate in diverse cultural and artistic experiences.  
**TOTAL:** \$115,000

Abada Capoeira San Francisco Brazilian Cultural Center, San Francisco, \$10,000  
Alliance for California Traditional Arts, San Francisco, \$15,000  
Crucible, Oakland, \$15,000  
Destiny Arts Center, Oakland, \$10,000  
DrawBridge, San Rafael, \$10,000  
National Asian American Telecommunications Association, San Francisco, \$10,000  
Oberlin Dance Collective, San Francisco, \$10,000  
San Francisco Shakespeare Festival, San Francisco, \$10,000  
Sixth Street Photography Workshop, San Francisco, \$10,000  
Stepping Stones Growth Center, San Leandro, \$5,000  
Yerba Buena Arts and Events, San Francisco, \$10,000

**OBJECTIVE:** Invest in the development and the presentation of diverse artistic practices reflective of the myriad communities in the region. **TOTAL:** \$772,835

509 Cultural Center/Luggage Store, San Francisco, \$10,000  
Alonzo King's LINES Ballet, San Francisco, \$15,000  
American Composers Forum, San Francisco Bay Area Chapter, San Francisco, \$30,000  
Artadia, The Fund for Art and Dialogue, New York, \$25,000  
Ashkenaz Music and Dance Community Center, Berkeley, \$10,000  
Asian American Theater Company, San Francisco, \$7,500  
AXIS Dance Company, Oakland, \$10,000  
Berkeley Society for the Preservation of Traditional Music, Berkeley, \$10,000  
Cartoon Art Museum, San Francisco, \$15,000  
Chhandam Chitresh Das Dance Company, San Francisco, \$10,000  
Children's Book Press, San Francisco, \$15,000  
Chinese Cultural Productions, San Francisco, \$7,500 <  
Circo Zero, San Francisco, \$7,500 <  
Cultural Odyssey, San Francisco, \$20,000 >  
Dance Brigade, San Francisco, \$10,000  
Dimensions Dance Theater, Oakland, \$7,500  
Door Dog Music Productions, San Francisco, \$7,500 <  
East Bay Community Foundation, Oakland, \$49,000 >  
Fund for Folk Culture, Santa Fe, \$30,000 >

Gamelan Sekar Jaya, El Cerrito, \$10,000  
Headlands Center for the Arts, Sausalito, \$10,000  
Intersection for the Arts, San Francisco, \$30,000 >  
Judah L. Magnes Museum, Berkeley, \$10,000  
Kala Art Institute, Berkeley, \$12,000  
Kearny Street Workshop, San Francisco, \$10,000  
Kronos Performing Arts Association/Kronos Quartet, San Francisco, \$10,000  
Kulintang Arts, Inc., San Francisco, \$7,500  
La Peña Cultural Center, Berkeley, \$15,000  
Margaret Jenkins Dance Company, San Francisco, \$15,000  
Marin Community Foundation, Novato, \$49,000 >  
Museum of the African Diaspora, San Francisco, \$10,000  
New Conservatory Theatre Center, San Francisco, \$10,000  
Oakland Ballet, Oakland, \$15,000  
Oberlin Dance Collective, San Francisco, \$15,000  
Peninsula Community Foundation, San Mateo, \$49,000 >  
Playwrights Foundation, San Francisco, \$10,000  
Pro Arts, Oakland, \$10,000 <  
Pro Arts, Oakland, \$10,000  
Queer Cultural Center, San Francisco, \$7,500 <  
Robert Moses' Kin, San Francisco, \$7,500  
San Francisco Camerawork, San Francisco, \$15,000  
San Francisco International Arts Festival, San Francisco, \$10,000  
San Francisco Mime Troupe, San Francisco, \$10,000  
San Francisco Performances, San Francisco, \$12,500  
San Mateo County Historical Association, Redwood City, \$10,000  
Southern Exposure Gallery, San Francisco, \$10,000  
Theatre Bay Area, San Francisco, \$37,000  
World Arts West, San Francisco, \$27,000  
Youth Speaks, San Francisco, \$14,835  
Zyzyva, San Francisco, \$7,500

**OBJECTIVE:** Support arts programs that foster creativity, self-expression, cross-cultural exchange, and civic participation for children and young adults. **TOTAL:** \$357,000

Alameda County Office of Education, Hayward, \$15,000  
Ali Akbar College of Music, San Rafael, \$10,000  
Arts Education Funders Collaborative, San Francisco, \$15,000  
Aurora Theatre Company, Berkeley, \$10,000  
Bay Area Discovery Museum, Sausalito, \$15,000  
Berkeley Repertory Theatre, Berkeley, \$12,000  
Berkeley Symphony Orchestra, Berkeley, \$10,000  
California College of the Arts, Oakland, \$10,000  
Cal Performances, Berkeley, \$10,000  
CELLspace, San Francisco, \$10,000 <  
Community Music Center, San Francisco, \$10,000  
Crowden Music Center, Berkeley, \$7,500  
East Bay Center for the Performing Arts, Richmond, \$15,000  
Frameline, San Francisco, \$10,000  
Friends of SCRAP, Inc., San Francisco, \$12,500  
Galeria de la Raza, San Francisco, \$10,000  
Julia Morgan Center for the Arts, Berkeley, \$10,000

Kid Serve Youth Murals, San Francisco, \$7,500  
 Luna Kids Dance, Berkeley, \$5,000  
 Mission Neighborhood Centers, San Francisco, \$10,000  
 Oakland East Bay Symphony, Oakland, \$15,000  
 Oakland Museum of California, Oakland, \$15,000  
 Pacific Chamber Symphony, San Leandro, \$7,500  
 Performing Arts Workshop, San Francisco, \$15,000  
 Precita Eyes Mural Arts Center, San Francisco, \$10,000  
 San Francisco Arts Commission, San Francisco, \$20,000 >  
 San Francisco Arts Education Project, San Francisco, \$10,000  
 San Francisco Center for the Book, San Francisco, \$10,000  
 San Francisco Unified School District, San Francisco, \$12,500 <  
 Stanford University, Stanford, \$10,000 <  
 Young Audiences of Northern California, San Francisco, \$10,000  
 ZACCHO Dance Theatre, San Francisco, \$7,500

**OBJECTIVE:** Support efforts to deepen, expand, and diversify audiences for artistic and cultural presentations.  
**TOTAL:** \$239,500

AfroSolo Theatre Company, San Francisco, \$7,500  
 ArtSpan, San Francisco, \$10,000  
 Bay Area Video Coalition, San Francisco, \$10,000  
 Brava! Theater Center, San Francisco, \$15,000  
 California Historical Society, San Francisco, \$10,000  
 Campo Santo, San Francisco, \$10,000  
 CounterPULSE, San Francisco, \$10,000  
 Creative Growth Art Center, Oakland, \$10,000  
 Creativity Explored of San Francisco, San Francisco, \$10,000  
 Earplay, San Francisco, \$7,500  
 Gay, Lesbian, Bisexual, Transgender Historical Society of Northern California, San Francisco, \$10,000  
 Latino Film Festival – San Francisco Bay Area, San Rafael, \$10,000  
 Lorraine Hansberry Theatre, San Francisco, \$10,000  
 Magic Theatre, San Francisco, \$20,000 >  
 Marsh, San Francisco, \$10,000  
 Oakland Art Gallery, Oakland, \$7,500  
 Other Minds, San Francisco, \$10,000  
 San Francisco Hip Hop Dancefest, Larkspur, \$10,000  
 San Francisco Jewish Film Festival, San Francisco, \$10,000 <  
 San Francisco Performing Arts Library and Museum, San Francisco, \$10,000  
 Shotgun Players, Berkeley, \$10,000  
 Yerba Buena Center for the Arts, San Francisco, \$10,000  
 Z Space Studio, San Francisco, \$12,000

**OBJECTIVE:** Support the use of art and cultural participation in building communities. **TOTAL:** \$144,500

ARTshare, Belmont, \$15,000  
 Coalition to Preserve Oakland Cultural Venues, Oakland, \$10,000  
 East Palo Alto Mural Art Project, Stanford, \$10,000  
 EastSide Arts Alliance, Oakland, \$10,000  
 Film Arts Foundation, San Francisco, \$10,000  
 Friends and Foundation of San Francisco Public Library, San Francisco, \$10,000

Give Always to Others and Company, Pittsburg, \$5,000  
 Grace Lutheran Church, Richmond, \$15,000  
 Japantown Task Force, Inc., San Francisco, \$10,000  
 Korean Youth Cultural Center, Oakland, \$7,500  
 Los Cenzontles Mexican Arts Center, San Pablo, \$12,000  
 Oakland Asian Cultural Center, Oakland, \$5,000  
 Richmond Art Center, Richmond, \$15,000  
 Stagebridge, Oakland, \$10,000

### Cultural Participation Project

This mini-grants program provides funds to arts and neighborhood-based organizations in the following neighborhoods to support free arts and cultural activities. These activities, co-hosted by two or more neighborhood-based organizations, benefit local residents. **TOTAL:** \$51,475

#### *San Francisco: South of Market*

Filipino-American Development Foundation, San Francisco, \$2,000 <  
 Gene Friend Recreation Center, San Francisco, \$1,975 <  
 Kearny Street Workshop, San Francisco, \$2,000 <  
 Kulintang Arts, Inc., San Francisco, \$2,000 <  
 San Francisco Shakespeare Festival, San Francisco, \$2,000 <  
 Sixth Street Photography Workshop, San Francisco, \$2,000 <  
 South of Market Child Care, Inc., San Francisco, \$2,000 <  
 South of Market Community Action Network, San Francisco, \$2,000 <

#### *San Rafael: Canal District*

Asian Advocacy Project, San Rafael, \$2,000 <  
 Latino Film Festival – San Francisco Bay Area, San Rafael, \$1,500 <  
 Marin Friends of Women, San Anselmo, \$2,000 <  
 Parent Services Project, San Rafael, \$2,000 <  
 Vietnamese-American Friendship Group in San Rafael, San Rafael, \$2,000

#### *Richmond*

ArtsChange, Richmond, \$2,000 <  
 Grace Lutheran Church, Richmond, \$2,000 <  
 Lao Senior Association, Inc., Richmond, \$2,000 <  
 National Institute of Art and Disabilities, Richmond, \$2,000 <  
 People for Children's Health and Environmental Justice, Richmond, \$2,000 <  
 Richmond Art Center, Richmond, \$2,000 <  
 Rubicon Programs, Inc., Richmond, \$2,000 <

#### *West Oakland*

Asian Pacific Psychological Services, Oakland, \$2,000 <  
 Attitudinal Healing Connection, Inc., Oakland, \$2,000 <  
 Cantare Con Vivo, Oakland, \$2,000 <  
 Crucible, Oakland, \$2,000 <  
 Prescott Circus Theatre, Oakland, \$2,000 <  
 Prescott-Joseph Center For Community Enhancement, Inc., Oakland, \$2,000 <

< Denotes grant term is less than 12 months.

> Denotes grant term is longer than 12 months.

We work hard to build a strong and responsive community foundation. Our diverse staff focuses each day on providing a positive philanthropic experience for our donors, grantees, and the general public. Whether speaking at a news conference, hosting a donors' breakfast, helping a grantee with its proposal, or running daily operations – our team of professionals delivers expert service.

Our Board of Trustees leads the way. Their commitment to the Bay Area is matched by their formidable knowledge of our region. Along with the spirited leadership of our committees, our Board emphasizes the powerful day-to-day impact of community-driven philanthropy.

Please see page 34 for a complete listing of the Board of Trustees' biographies.







Board of Trustees: (pictured from left to right) Stephanie DiMarco, Hugo Morales, Sandra R. Hernández, M.D., Gladys Thacher, Gay Plair Cobb, John Murray, Tatwina Chinn Lee [*chair*], James C. Hormel, Marcela C. Medina, Charlene Harvey [*vice chair*], and David Friedman.  
Not pictured: James H. Herbert, II.

Individuals with strong, creative spirits make the Bay Area a special place to live. Through our various awards programs, we reward these accomplished, risk-taking pioneers for seeking ways to innovate and create. These talented leaders' visions, stories, and work renew our community and enrich our lives.



Community Leadership Awards Committee: (pictured left to right) Ortensia Lopez (chair), Sheryl Wong, Woody Carter, Terry Alderete, Charles Roppel, Charlene Harvey (Trustee liaison), Tatwina Chinn Lee (Trustee liaison), Faye McNair-Knox. Not pictured: Belva Davis, Sherry Hirota, Robert Sanchez, Jr., Deborah Santana, Patricia Sprincin, and David Tunnell.

### Community Leadership Awards

Great leaders are catalysts for great results. In communities across the Bay Area, local leaders take decisive action and transform people's lives. The Foundation celebrates the importance of these leaders by recognizing them each year through our Community Leadership Awards. Individuals are awarded \$10,000 and organizations \$20,000 to continue their roles as agents of community growth. The 2004 winners are a testament to the breadth, depth, and caliber of leadership in our region.



2004 Community Leadership Awardees: (pictured left to right) Dr. Barbara Staggers, Puente de la Costa Sur (Rev. Wendy Taylor; executive director), Chris Bischof, and Ester Hernández.

### Arts Awards Program

We believe it is essential to invest in the creative class of the Bay Area. Performers, composers, visual artists, poets, cinematographers, and the full range of artistic disciplines are vital parts of what makes the Bay Area such a rewarding place to live. In partnership with community organizations, we support local artists through our Arts Awards Program. Last year we granted more than \$100,000 in awards and fellowships to approximately 40 individual artists in different stages of their careers and development. For a complete list of arts awardees, see page 62.





Koshland Committee: (standing left to right) Teresa Mejía, Arnold Perkins, Robert Friedman, Susan Kleinman (staff), Sandor Straus, and Michael Omi; (sitting left to right) María Lemus, Retha Robinson (staff), and Midge Wilson.

## Koshland Civic Unity Program Awardees

Daniel Koshland, one of the founders of The San Francisco Foundation, was known for bold and even risky philanthropy in his efforts to improve lives in the Bay Area. In the spirit of his approach, the Koshland Civic Unity Program makes a \$300,000 commitment to selected Bay Area neighborhoods and collaborates with residents to build civic unity. The Program awards grants to grassroots community leaders who take on stubborn neighborhood problems as a personal challenge. For a complete list of recent awardees, please visit [www.sff.org/koshland](http://www.sff.org/koshland).



## FAITHS Youth Leadership Awards

Our youth are the source for innovative future leaders. Through our FAITHS Youth Leadership Awards we mentor talented Bay Area high school students and offer hands-on training to develop strong leadership skills. Each summer these local youth participate in an intensive seven-week leadership program. They work as interns in area nonprofits, experience philanthropy, and see the impact of nonprofit and public service. For a complete list of FAITHS Youth Leadership Awardees, please see page 63.



2005-2006 Multicultural Fellows: (pictured left to right) Kathryn Alcantar, Elena Briones, Sherwood Chen, Paola Zuniga, Michele Williams, and Archana Sahgal.

## Multicultural Fellowship Program

One of our goals as a community foundation is to encourage future leaders and give them the opportunity to make a difference in the world. Through our Multicultural Fellowship Program we select young professionals of color who have the promise and passion to become catalysts for change. The Foundation provides hands-on opportunities to develop professional skills in philanthropy, community development, and nonprofit leadership. Fellowship alumni have gone on to become recognized leaders in the public, private, philanthropic, and nonprofit sectors.

## Staff



(pictured left to right) Jeremy Madsen, Tangerine Brigham, Elena Briones, Obiel Leyva, Kristen Angel, Catherine Mercado, Arlene Rodriguez, Carol Lamont, Lisa Villarreal, Michele Williams, Kathryn Alcantar, Archana Sahgal, Paola Zuniga, Michelle Myles Chambers, Ronald M. Rowell, and Tessa Rouverol Callejo.



(pictured left to right) James W. Head, Jim Breen, Harmony Karp, Bob Booker, John R. Killacky, Choi Man Wong, Sherwood Chen, Susan Kleinman, Jennifer Chavez, Angela Tompkins, Hidelita Sarmiento, Tanya Clark, Dee Dee Brantley, and Retha Robinson.



(pictured left to right) Talya Gould, Andrew Olsen, Sara Ying Rounsaville, Simone Gonder, Monica Pressley, Brent Saldaña, Lori Dobeus, Leslie S. Pazan, Susanne Ginn Meza, David Krimm, Florence Yu, Sandra R. Hernández, M.D., Cynthia Gonzales, and Scott J. Owens, Jr.

## Staff Directory

### EXECUTIVE OFFICE

**Sandra R. Hernández, M.D.**  
Chief Executive Officer

**Scott J. Owens, Jr.**  
Executive Assistant

### DEVELOPMENT AND MARKETING

**David Krimm**  
Director of Development and Marketing

**Ann Barden**  
Director of Planned Giving and Advisory Services

**Ana Blanco**  
Donor Relations Officer

**Talya Gould**  
Marketing Communications Officer

**Andrew Olsen**  
Marketing Communications Specialist

**Brent Saldaña**  
Development and Marketing Assistant

**Leslie S. Pazan**  
Development and Marketing Assistant

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**Sara Ying Rounsaville**  
Director of Media and Government Relations

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Chief Financial Officer

**Deej Franklin-Gamble**  
Assistant to CFO

**Susan Frohlich**  
Controller

**Susanne Ginn Meza**  
Senior Accountant

**Simone Gonder**  
Accounts Payable Administrator

### GRANTS MANAGEMENT

**Lori Dobeus**  
Manager of Grants Administration

**Cynthia Gonzales**  
Grants Assistant

**Florence Yu**  
Donor Accounting Assistant

### INFORMATION TECHNOLOGY

**Jim Breen**  
Technical Support Specialist

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**Dee Dee Brantley**  
Director of Human Resources

**Hidelita Sarmiento**  
Payroll/Benefits Administrator

### OFFICE ADMINISTRATION

**Jamillah Washington-Weaver**  
Office Manager

**Angela Tompkins**  
Administrative Assistant

**Nicole DuPont**  
Receptionist

**Choi Man Wong**  
Maintenance Assistant

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**James W. Head**  
Director of Programs

**Tanya Clark**  
Program Coordinator

### ARTS AND CULTURE

**John R. Killackey**  
Program Officer, Arts and Culture

**Sherwood Chen**  
Program Fellow, Arts and Culture

**Kristen Angel**  
Program Assistant, Arts and Culture & Social Justice

### COMMUNITY HEALTH

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Program Officer, Community Health

**Elena Briones**  
Program Fellow, Community Health

**Catherine Mercado**  
Program Assistant, Community Health & Education

### EDUCATION

**Lisa Villarreal**  
Program Officer, Education

**Paola Zuniga**  
Program Fellow, Education

**Catherine Mercado**  
Program Assistant, Community Health & Education

### ENVIRONMENT

**Arlene Rodriguez**  
Program Officer, Environment

**Jeremy Madsen**  
Environment Program Initiatives Coordinator

**Kathryn Alcantar**  
Program Fellow, Environment

**Akiko Abe**  
Program Assistant, Environment

### NEIGHBORHOOD AND COMMUNITY DEVELOPMENT

**Carol Lamont**  
Program Officer, Neighborhood and Community Development

**Micha Berman**  
Associate Program Officer, Neighborhood and Community Development

**Michele Williams**  
Program Fellow, Neighborhood and Community Development

### SOCIAL JUSTICE

**Ronald M. Rowell**  
Program Officer, Social Justice

**Archana Sahgal**  
Program Fellow, Social Justice

**Kristen Angel**  
Program Assistant, Arts and Culture & Social Justice

### FAITHS INITIATIVE

**Landon Williams**  
Coordinator, FAITHS Initiative

**Tessa Rouverol Callejo**  
Coordinator, FAITHS Initiative

**Michelle Myles Chambers**  
Program Assistant, FAITHS Initiative

### KOSHLAND PROGRAM

**Retha Robinson**  
Director, Koshland Program

**Susan Kleinman**  
Coordinator, Koshland Program

**Harmony Karp**  
Koshland Program Assistant

### WEST OAKLAND INITIATIVE

**James W. Head**  
Director of Programs (acting contact)

**Tanya Clark**  
Program Coordinator (acting contact)

## Board of Trustees

**Gay Plair Cobb** is chief executive officer of the Oakland Private Industry Council, Inc. She is a member of the Alameda County Board of Education and serves on the board of East Bay Works, Inc., as well as on the Oakland Workforce Investment Board where she chairs the Youth Council. She has also served on the boards of the California Workforce Association, the New Oakland Committee, and the Black Adoption Placement and Research Center. She is a member of the advisory board of Oakland Advisors, promoting the competitiveness of inner city businesses. *Appointed in 1998.*

**Stephanie DiMarco** is chief executive officer and founder of Advent Software. She serves on the UC Berkeley College of Engineering Advisory Board. She is a former trustee of the UC Berkeley Foundation board and served as an advisory board member for the University of California Berkeley, Haas School of Business. *Appointed in 2001.*

**David A. Friedman** is president of Forell/Elsesser Engineers. He currently serves as the president of the board of the Jewish Home of San Francisco, a trustee of the UC Berkeley Foundation, and on the boards of directors of the Architectural Foundation of San Francisco and Asian Neighborhood Design. He is also a trustee and treasurer of the Friedman Family Foundation and was formerly on the board of the San Francisco Day School. *Appointed in 2004.*

**Peter E. Haas, Jr.**, is president of the board of the Red Tab Foundation and serves on the boards of the Levi Strauss Foundation and the Walter and Elise Haas Fund. He is a member of the honorary board at Novato Youth Center. His former affiliations include serving as president of the board and member of the finance committee of Marin Academy High School, as a trustee of Vassar College, and as president of the board of Novato Youth Center. *Appointed in 1996.*

*We thank Peter E. Haas, Jr., for eight years of strengthening our strategic vision, for serving as chair of the Investment Committee, and for bringing the needs and importance of children and families to the center of his philanthropic work.*

**Charlene Harvey** [vice chair] worked for 16 years with the Management Center of San Francisco as a staff consultant to non-profit organizations. She currently serves as board chair of the Golden Gate National Parks Conservancy and is involved in the environmental field with Conservation International and Rachel's Network. She is a past chair of both KQED and the advisory committee to Grants for the Arts and past president of the Junior League of San Francisco. She has served on the boards of the Rosenberg Foundation, California Pacific Medical Cen-

ter, and the Mental Health Association of San Francisco, among others. She was presented with the SPUR Award in 1997 and the Outstanding Volunteer Fund Raiser Award in 1996 by the National Society of Fund Raising Executives. *Appointed in 2003.*

**F. Warren Hellman** is chairman of Hellman & Friedman, LLC. He is co-chair of the California Commission for Jobs and Economic Growth and chairman of Voice of Dance. He also serves as a member of the Governor's Council of Economic Advisors and the Committee on Jobs, as well as on the boards of the UC Berkeley Foundation, the Bay Area Council, the Walter A. Haas School of Business, the San Francisco Chamber of Commerce, and salesforce.com/foundation. He is a trustee emeritus of the Brookings Institution. His many past affiliations include the California Higher Education Policy Center, the Fine Arts Museums of San Francisco, the California Academy of Sciences, New York University Medical Center, and Children Now. In 2005, he was inducted into the American Academy of Arts and Sciences. *Appointed in 1994.*

*We thank F. Warren Hellman for more than 11 years of insightful leadership, for serving as Board Chair, for leading the Foundation to new heights of financial and programmatic successes, and for his dedicated philanthropy to the Bay Area.*

**James H. Herbert, II**, is founding president, chief executive officer, and director of First Republic Bank. Previously, he was founding president, chief executive officer, and director of San Francisco Bancorp. He is co-chairman of the San Francisco Ballet Association and a member of Babson Corporation, the Committee on Jobs, and Stanford Parents' Advisory Council. He is also a director of the Joyce Theater Association, the National Foundation for Teaching Entrepreneurship (Northern California), and the BASIC Fund. *Appointed in 2005.*

**Sandra R. Hernández, M.D.**, [secretary] is chief executive officer of The San Francisco Foundation. Dr. Hernández previously served as the director of public health for the City and County of San Francisco. She currently serves on the boards of Blackbaud, Inc., the Lucile Packard Children's Hospital, Corporation for Supportive Housing, and the California Managed Risk Medical Insurance Board, which is the governing body for California's Children's Health Insurance Program. She is also a trustee of the Western Asbestos Settlement Trust. She is an assistant clinical professor at UCSF School of Medicine and maintains an active clinical practice at San Francisco General Hospital in the AIDS clinic.

**James Hormel** served as United States Ambassador to Luxembourg during the administration of President William J. Clinton. He also served as alternate representative of the U.S.



## Board of Trustees

Delegation to the 51st United Nations General Assembly and as a member of the U.S. Delegation to the United Nations Human Rights Commission. He is a member of the board of managers of Swarthmore College, the board of governors of the San Francisco Symphony, the board of directors of People For the American Way, the board of governors of The Commonwealth Club of California, and the board of trustees of Grace Cathedral. He was a founding director of The City Club of San Francisco and is the founder of Equidex, Inc. *Appointed in 2002.*

**Leslie P. Hume** is a member of the boards of trustees of Stanford University and Breakthrough Collaborative. She serves on two advisory boards at Stanford University: the Institute for Research on Women and Gender and the School of Humanities and Sciences. She is former president of the board of trustees of San Francisco Day School, a former trustee of the Bay Area Discovery Museum, and a former member of the board of directors of the San Francisco Opera. *Appointed in 1994.*

*We thank Leslie P. Hume for more than 11 years of inspired leadership, for serving as Board Chair, and for her ongoing dedication to the arts and education in the Bay Area.*

**Tatwina Chinn Lee** [chair] is a member of the board of trustees of the San Francisco Conservatory of Music and has served as the acting executive director of the Chinese Culture Center of San Francisco. Previously, she was the chair of the boards of the Library Foundation of San Francisco and the Chinese Culture Foundation of San Francisco, co-chair of the Friends and Family of the San Francisco Public Library, and president of the East Bay Music Foundation. She was also a member of the Chinese American Committee for the Main Campaign of the Library Foundation of San Francisco and the Princeton Parent Fund National Committee. For more than a decade, she was an active volunteer in the Berkeley Public Schools. *Appointed in 2003.*

**Marcela C. Medina** is vice president and general manager of Univision 14-KDTV and TeleFutura 66-KFSF. Prior to joining KDTV, she was general manager of KLUZ-TV/Univision 41 in Albuquerque/Santa Fé and served as network sales manager in Los Angeles for Telemundo and as sales executive for NBC's flagship station, WNBC-TV in New York City. Currently, she is chair of the board of the Latino Community Foundation and also serves on the board of the Commonwealth Club of California. She formerly served on the board of the National Academy of Television Arts and Sciences, the National Association of Broadcasters, and the Mexican Cultural Center. *Appointed in 2005.*

**Hugo Morales** is the executive director and a founder of Radio Bilingue, Inc., the National Latino Public Radio Network. He serves on the boards of The California Endowment, The Rosenberg Foundation, the Alliance for California Traditional Arts, California Tomorrow, Central California Legal Services, and the UC Merced Foundation. He is a commissioner for the California Postsecondary Education Commission and First 5 Fresno. He is a member of California State University Fresno's Advisory Council to the President. He founded the Central California Hispanic Chamber of Commerce and was a recipient of a MacArthur Foundation Fellowship in 1994. *Appointed in 2002.*

**John Murray** is the CEO of Element98, a technology development and consulting firm. He is a member and immediate past president of San Francisco's Recreation and Park Commission and a member of the board of Summer Search, a support organization for at-risk youth. He is a former member of the State Recreation and Park Commission and served on the City's 2001 Elections Redistricting Task Force. *Appointed in 2005.*

**Gladys Thacher** has developed a lifetime career in the nonprofit community specializing in youth and education. She founded Enterprise for High School Students, the San Francisco Education Fund, the California Consortium of Education Foundations, Alumnae Resources, and LifePlan Center. She has served on the boards of the California Consortium of Educational Foundations and the San Francisco Zen Center. She is a former board chair of Conard House. *Appointed in 1999.*

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