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KOSHLAND FELLOWS**

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KOSHLANDCONNECT 07

Dear Friends,

It is with honor and pride that we present our annual newsletter, celebrating the Koshland Program and the extraordinary and committed Koshland Awardees and Fellows working in neighborhoods throughout the Bay Area.

For the past 25 years the Koshland Program has awarded and partnered with neighborhood leaders to create a forum for community fellowship, exchange of information, and strategies for improving the quality of life in neighborhoods.

The Koshland Program promotes the concept of civic unity, administers a leadership development curriculum, celebrates unsung heroes, develops neighborhood partnerships, supports youth development, and encourages civic participation and the creation of multicultural alliances.

The exciting work of the residents and service providers in the Bayview neighborhood of San Francisco, the Iron Triangle neighborhood of Richmond, the Monument Corridor neighborhood of Concord, and the West End neighborhood in the City of Alameda is highlighted throughout the newsletter.

In July 2007 we celebrated eight new Koshland Community Fellows from West Berkeley and began our five year journey with them. The next edition of the Koshland Connect will feature these Fellows and highlight their progress.

In 2008 we are looking forward to working with leaders in the Ashland/Cherryland neighborhood, an unincorporated area of San Leandro. In a neighborhood in the midst of significant transformation, residents and community leaders are engaged in strategic planning efforts to develop strategies for action and change. We are in the process of locating "unsung heroes" who are making a difference in that neighborhood.

We want to express our appreciation to the Koshland Committee and staff for their support and commitment, and most of all to the neighborhood residents who continue to inspire our work.

Fondly,

Retha Robinson, Director
Koshland Program

Midge Wilson, Chair
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KOSHLANDCONNECT

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On the Cover: The 2006 Bayview
Fellows.



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MARIN

2000
6 Canal
SAN RAFAEL

2006
1 Bayview
SAN FRANCISCO

2001
5 South of Market
SAN FRANCISCO

1996
10 Chinatown
SAN FRANCISCO

1995
Oceanview
11 Merced · Ingleside
SAN FRANCISCO

1991
13 Mission
SAN FRANCISCO

1990
15 Tenderloin
SAN FRANCISCO

1985
17 Visitacion Valley
SAN FRANCISCO

1984
18 Potrero Hill
SAN FRANCISCO

1983
19 Western Addition
SAN FRANCISCO





The San Francisco Foundation established The Daniel E. Koshland Civic Unity Awards in honor of one of its founders and major benefactors, who had built a reputation for **practical, bold, and even risky** philanthropy in his efforts to improve the quality of life for all Bay Area residents.

Daniel Koshland devoted his energy and resources toward alleviating injustices and discrimination. His focus was on **bringing together leaders** from neighborhoods, the private sector, government, and philanthropy to solve community problems.

The Koshland Program is administered by The San Francisco Foundation's Koshland Committee, which is comprised of Koshland family members and local leaders who are **committed to improving the quality of life** in the Bay Area.

In the spirit of Daniel Koshland's life and work, the Koshland Civic Unity Awards recognize Bay Area grassroots risk-takers—those social innovators of bold spirit who accept the most stubborn neighborhood problems as a personal challenge and who work collaboratively to overcome them.



KOSHLAND CIVIC UNITY AWARDS

Each year, the Koshland Awards Committee selects a Bay Area neighborhood and makes a five-year, \$300,000 commitment to that neighborhood. Through this Awards program, the Koshland Committee strives to:

- build the self-awareness and confidence needed for individuals to be creative and effective leaders in their neighborhoods;
- stimulate personal and professional growth among neighborhood leaders;
- increase understanding among different types of people within neighborhoods; and
- promote the concept that nurturing these differences is a crucial element in solving neighborhood problems.

Through a community research and interview process, Koshland staff will compile a list of community leaders and residents who are known in the neighborhood for their innovative and consistent efforts to bring people in the community together to achieve common goals. The Committee will select up to 12 people to receive the Koshland Civic Unity Award and become Koshland Community Fellows.

During the first year of the program, the Community Fellows will participate in a six-month leadership training program following a set curriculum that will focus on building skills for more effective communication and conflict resolution across diverse communities, promoting active citizenship and political empowerment, and strengthening mediation and facilitation skills. This training program will commence at a weekend retreat.

Following the leadership training, the Community Fellows will work together to create a comprehensive vision and a plan for what they will achieve in the community. In years two through five of the initiative, the Community Fellows will be invited to collaborate on a project that promotes civic unity. The Koshland Committee encourages the Community Fellows to consider:

- activities/projects that promote unity within the neighborhood;
- leadership development activities; or
- programs that celebrate diversity within the neighborhood.

Community Fellows also receive ongoing support from the Koshland staff to achieve their personal and professional goals. Staff provide referrals and financial support for professional development training and coursework and draw upon the resources of the Foundation to connect neighborhood leaders with information and organizations that can support them.

Bayview

In the 1940s African Americans from the South and across the nation poured into San Francisco's Bayview neighborhood to find work at the Hunters Point Naval Shipyard. During the war years, this shipyard provided good-paying jobs, and its employees purchased homes and built a thriving community with a vibrant commercial zone along Third Street. Beginning in the 1970s the shipyard declined and went through a series of closures, finally shutting for good in 1994. This loss of jobs hit the community hard. The Hunters Point Naval Shipyard went from being a viable source of income to an environmental hazard and a declared toxic superfund site. Today the Bayview neighborhood is one of the poorest in the city, 21.7% of its 33,170 residents lived below the poverty line in 2001.

Yet many feel this neighborhood is poised for a comeback. San Francisco Mayor Gavin Newsom created the Communities of Opportunity Initiative to focus resources on the Bayview/Hunters Point, Visitacion Valley, and Sunnyside neighborhoods. This neighborhood-based effort will work to improve the lives of the most economically and socially vulnerable families living in these neighborhoods. A part of this effort involves bringing in philanthropic partners from around the region.

Another sign of change in the community is the new Third Street rail line, which has revamped this central artery and promises to provide easier access to the rest of the city.

"We have had the Bayview community on the radar for quite a while," said Koshland Program Director Retha Robinson. "With Mayor Gavin Newsom's Community of Opportunity Initiative kicking off, we felt it was a great time to get back into a San Francisco neighborhood. Bayview is the ninth San Francisco neighborhood that Koshland has been involved with over its 25 years."

As part of the Koshland Program's research when planning to partner with a new neighborhood, staff canvassed the community, speaking with more than 75 neighbors to discover who in the area were seen as the collaborators and bridge-builders – those strongly engaged residents who could get results. From these meetings eight outstanding leaders emerged, and they were named the 2006 Koshland Fellows.

"It was a natural process, but it just so happened that all the Fellows chosen this year are women," said Retha. "From the initial celebration to the first weekend retreat, these women have bonded and gained strength from one another."

While seen as a traditionally African American community, the Bayview neighborhood is undergoing demographic transformations. Asian/Pacific Islander and Latino populations are growing and influencing the neighborhood. As these demographics evolve it will be necessary to weave these new groups into the fabric of the community.



A youngster enjoys the Reach Out for the Rainbow Science Fair in Bayview.

Bayview faces many challenges. It has one of the highest crime rates in the city with gangs battling openly in the streets. Its residents share an unequal burden in terms of environmental pollution. There are few grocery stores or places to buy fresh food, and poor health is widespread within the community. Bayview residents are also vulnerable to the pollution and poor housing that can exacerbate many pre-existing health problems.

These health conditions compromise living conditions for residents. Maintaining a good diet is difficult because of minimal access to healthful food. This lack of fresh and healthful food increases rates of obesity and diabetes. Continual gang violence forces children to stay inside, where extensive exposure to poor indoor air quality makes them more susceptible to asthma. Bayview residents are hospitalized more than residents of other neighborhoods for almost every disease, most notably asthma, congestive heart failure, diabetes, and urinary tract infections.

Gang violence is also a pre-eminent threat to health and safety in the community. Bayview has disproportionately high rates of violence compared with other San Francisco neighborhoods. San Francisco's African American men aged 15-24 are three times more likely to die from gunshots than Latino men in the same age group and seven times more likely to die from gunshots than Caucasian or Asian men of that age. The life expectancy of San Francisco's African American men is 30 years less than that of the rest of the city's population.



Youth from Old Skool Café enjoy hosting an evening of food, entertainment, and history.



Harvest time at the community garden in Candlestick Park.

engage and focus their work. By making a five-year commitment, Koshland understands that it takes more than simply walking into a neighborhood and granting money. Communities like Bayview have suffered the degenerative symptoms of neglect for many years. Yet there are amazing stories to be told of strong-willed and unsung heroes supporting their community and working to provide a better future for the next generation.

“When we first went into Bayview I was amazed by the courage and commitment of these leaders,” said Retha. “They were surviving and creating innovative solutions with little support and almost no recognition outside of the neighborhood. As we work together and these Fellows participate in workshops on leadership, conflict mediation, community-asset mapping, and collaboration, I feel that in five years time they will have made an indelible impact on this southeast corner of San Francisco.”

Lack of education in the community contributes to poverty and a feeling of being “trapped” by the neighborhood. Almost 37 percent of Bayview residents over 25 don’t have high school diplomas. Only 11.6 percent hold college degrees. Dealing with the daily struggles of survival on these tough streets often means school takes a back seat to more pressing needs.

The Koshland Program has worked in many underserved neighborhoods over the years and has seen some remarkable transformations. By developing a close, working relationship with local leaders, the Koshland Program leverages its unique expertise and connections within the community. Under the new Koshland Model, these Koshland Fellows will work together for five years to improve lives for residents of Bayview.

“We see this new model as a building block on our past experiences with Koshland neighborhoods,” said Retha Robinson. “Our cohort of Community Fellows will focus on a single issue to enable the group to work more in-depth on specific problems impacting their neighborhood.”

This single-issue focus will enable the Koshland Community Fellows to come up with a strategic plan and develop measurable outcomes. Whether they focus on crime and violence prevention, environmental issues, education, or healthcare, the Fellows will work to create positive change for their neighborhood.

The Koshland Program’s commitment to underserved, forgotten neighborhoods is seen over its 25 years of community-based work in revitalizing and strengthening these communities. Since 1983 the Program has worked within local social and cultural ecosystems to honor the efforts of leaders and provide resources to

Meet the Koshland Bayview Civic Unity Fellows



Jacqueline "Jackie" Cohen

Jacqueline "Jackie" Cohen is a native San Franciscan and a 33-year resident of the Bayview Hunters Point community. Jackie is the co-founder and associate director for the 100% College Prep Institute, a program of the Bayview Association for Youth (BAY). She is also a parent of three college students. Jackie has been a school bus driver for Laidlaw Transit for nearly 17 years. In 1997, Jackie began working as a van driver for a nonprofit organization, transporting teen girls to their homes after their group meeting. Jackie soon found herself taking

on the role of group leader for these teens. Along with her cousin, Diane, she began to develop a program addressing the educational and emotional issues these youth discussed in their group meetings. In 1999, a college prep program began to take form that included girls and boys ages 12-16 participating in weekly tutorial programs, workshops, and college tours. Jackie has been the driving force in the organization developing lasting relationships with parents and starting the 100% College Prep Institute's Parent Academy.



Barbara S. Glaspie

Barbara S. Glaspie successfully completed the Steps to Self Sufficiency Gain Program and Express to Success Program with the Department of Social Services in San Francisco in 1997. This program allowed her to make a successful transition from welfare to work. She is a survivor of homelessness and has now lived for 13 years clean of drug addiction. As a mother of five and a resident of Bayview, she realized that she wanted to give back to her community and create a healthier lifestyle for herself and family. Barbara became a certified trainer

of "Health Realization," which led her to work with staff and students within the San Francisco Unified School District, as well as with female inmates in the San Francisco County Jail. Barbara is currently the director of programs for the Visitacion Valley Community Resiliency Project and the coordinator for a teen girls' group called Girls Keeping It Tight (G-Kit). She was voted parent of the year at Visitacion Valley Middle School in 2006.

Teresa Goines

Teresa Goines started her professional career working as a probation officer. Through her work she realized that much of the violence and acts of crime committed by young people stem from being in a desperate economic situation. She came to understand that without addressing the issue of poverty first, it made many other efforts fruitless. When she decided to leave work as a probation officer, she recognized the importance of the trust she had built with the youth and decided to continue to mentor and support ten youth on her own

time. She began brainstorming the idea for The Old Skool Café. The Cafe would be a place that would offer sustainable employment to at-risk youth, where they could gain essential life skills in a supportive environment, while at the same time providing excellent food and entertainment. She has put on several pilot supper club evenings at Café Cocomo in San Francisco, which were extremely successful, and is currently in negotiations to purchase the old Police Station building on 3rd Street and 20th to house the restaurant.



Diane Gray

Diane Gray is a native San Franciscan and a 30-year resident of the Bayview Hunters Point community. In addition to her work as the co-founder and executive director of the 100% College Prep Institute, a program of the Bayview Association for Youth (BAY), she is a parent involvement coordinator for the San Francisco Unified School District. In 1998, Diane began volunteering at a community center in the Bayview neighborhood. As a teen girl group leader, along with her cousin Jackie Cohen, she was instrumental in developing a program

that helped girls work through the challenges they faced everyday. Parents and guardians were also encouraged to take an active role in their child's emotional and educational well being. Within a month of this work, both Diane and her cousin started a tutorial program for the girls and added a boys group. After a year, a college preparatory program was started with the help of parents and the community center.



Misha Olivas

Misha Olivas has been working for the anti-violence organization, United Playaz, for the past eight years. She was drawn to community activism and working with young people, especially young girls, because she saw there was a deep need for them to be supported and shown a way of life that was positive and peaceful. Her community spirit was formed at an early age as her mother, who was an avid community activist, always took Misha to community meetings and rallies as she grew up. She realized the importance of giving back to her commu-

nity and making it her life's work, not just something you do in a nine-to-five job. She is known as the "Mom" at United Playaz, the one who nags the kids to do their homework and gives them dating advice. She also coordinates the Girls Project and has stayed in touch with many of these girls and some have remained involved as volunteers with United Playaz.





Virgie Patterson-Newman

Virgie Patterson-Newman was born in the late 1940s in the small town of Dermott, Arkansas. During her years growing up in the segregated South, her character was shaped by the collective love of the family, church, school, and community. “Back in the day,” there was concern that all children were “raised right.” The positive training and caring environment of Virgie’s youth instilled her with many values and left an enduring example of how to reach out to others. For nearly 30 years she has continued the legacy of her forebears through volunteer services in the Bay Area.

She has served as a mentor, alternative health advocate, prison ministry speaker, community board member, and professional trainer. Since 1990, Virgie has operated the Reachout for the Rainbow After School Program in the Bayview Hunters Point neighborhood. She has received several community awards recognizing her commitment and dedication to the inner-city community, including a KQED Channel 9 and Union Bank of California Local Black Heroes Award, and an ABC7 Salutes Unsung Heroes Award.



Saniko Togafau

Saniko Togafau has lived her entire life in Bayview Hunters Point. She graduated in 2003 from Balboa High School where she became a member of the anti-violence organization United Playaz. While she was a student at Balboa, Rudy Corpuz, the founder of United Playaz, saw her potential as a youth leader and took her under his wing. She accompanied him to many of the anti-violence and gang prevention conferences, workshops, prison visits, and rallies he was involved with. These experiences and mentorship led her to grow

her strength and confidence to the point where, upon graduating high school, she was hired as staff for United Playaz. For the past few years she has worked leading a United Playaz group at Thurgood Marshall High School in the Bayview neighborhood.



Lydia Vincent

Lydia Vincent is a native San Franciscan who was born and raised in Bayview Hunters Point. She graduated from Lincoln High School, received an Associates of Arts Degree from City College of San Francisco, and moved to New York City where she received her Bachelor of Science Degree from the Fashion Institute of Technology. For 13 years Lydia enjoyed New York City, but in 1998 felt compelled to move back to Bayview. She began to volunteer with the Providence Baptist Church on a variety of projects that were created to improve the quality of

life for the residents of Bayview Hunters Point. In 2001 she became the Program Coordinator for the Youth Leadership Development Program and has since worked to create a program that provides both one-on-one support for each participant and general mentorship in successfully navigating high school, preparing for college, career exploration, financial literacy, home economics skills, and community service.

Learning from Evaluation

After 25 years of civic engagement work, an in-depth external evaluation of the Koshland Program was completed in March 2007 by the innovative evaluation firm See Change, which specializes in combining video and digital storytelling with rigorous research methodologies. The results of the evaluation were presented to the Koshland Committee at their annual retreat in March 2007 as a presentation and a DVD titled “The Koshland Thread: Weaving a Lasting Social Fabric,” which captures the civic unity essence of the Koshland Program. Over 80 hours of footage was taken, 40 interviews with various stakeholders were conducted, and content analysis by the research team (which included University of California at Berkeley intern Deborah Li) led to the identification of themes and patterns. Koshland Awardees from the Monument Corridor neighborhood in Concord added their voices through a unique digital storytelling pilot project. Watch our website, www.sff.org, for the upcoming debut of their original creations, which tell the stories of their Koshland experiences.

The evaluation defines what we mean by civic unity and how it can be measured. It answers the questions:

- What is civic unity? How can it be measured?
- Is Koshland a leadership development or community change program? Or both?
- What is happening out there? Are there community outcomes?
- Is there regional impact

The Role of Civic Unity

The evaluation crystallized the role of civic unity in our work. We learned that civic unity is an attitude or spirit that enables people to work together for the common good. Rather than an end goal, it is the raw material of the Koshland Program. We screen for it in our neighborhood and Fellow selection process, looking for leadership potential, collaborative potential, and the balance of natural affinity and diversity in groups of Fellows.

The Power of Civic Capacity

We learned that the nature of the Koshland Program encompasses both leadership development and community change, but at the heart of the model is civic capacity: the ability and likelihood of communities to take collective action on their own behalf. The Koshland process adds an intentional relationship-building component to create active and lasting social networks. The Koshland process also supports leadership curriculum that fosters facilitative leadership skills and teaches community asset mapping, conflict mediation, and visioning skills. Civic capacity, the most essential outcome of the Koshland program, is built through the hands-on development and implementation of new community projects. These new projects lead, in turn, to positive outcomes for people in communities. The evaluation concluded that many more people benefit from the Award than the handful who are selected as Koshland Fellows.

The Potential for Regional Impact

The Koshland Program is a noteworthy and replicable innovation in the structure of community foundations. It is an under-utilized strategic lever for bringing vital information into the Foundation and disseminating best practices out to communities. We have access to agents of change in targeted communities and the opportunity to link people, ideas, and resources across the region. In any given year, the Foundation has access to a few hundred current and former Awardees/Fellows and their knowledge and networks across the Bay Area.

“We learned that civic unity is an attitude or spirit that enables people to work together for the common good. Rather than an end goal, it is the raw material of the Koshland Program.”

Neighborhoods on the Move →

2006-2011

Bayview

SAN FRANCISCO

Since the Awards Ceremony on October 5, 2006, work with the Bayview Fellows has been in full swing. As part of our new program model, the Bayview group was the first to pilot a six-month leadership training with the Interactive Institute for Social Change (IISC). The intensive training focused on integrating skills development with experiential learning in order to transfer a broad range of skills including: collaborative leadership, team building, honoring diversity, strategic planning, meeting facilitation, conflict resolution, and partnership building. The Fellows greatly enjoyed and appreciated the training and were surprised that the Koshland Program had not been not doing this training before.

They are now tightening up their vision for the Bayview and are in the midst of planning a project that will create enrichment opportunities to unite the diverse groups and generations of Bayview in a building project that will beautify the landscape of the community. They aim to accomplish this by partnering with a community park as a “gathering place” where they could host cultural events, outdoor recreation activities, and provide educational classes. Additionally, they will highlight the rich history and culture of the Bayview.



The Bayview Fellows during a leadership development training session.

2004-2009

Iron Triangle

RICHMOND

The Iron Triangle Awardee group has decided to continue their mini-grants program, which last year successfully distributed grants ranging from \$500 to \$1,500 to 14 resident-driven projects. Some examples of the mini-grants include: Alzheimer’s Day Program, which performed special outreach to seniors living in the Iron Triangle neighborhood to make them aware of their free services; East Bay Youth Consortium, which took 25 youth from the Iron Triangle on a camping trip this past summer to Lake Berryessa; the Aztec and Mayan Art Class, which taught 40 students and their parents about ancient Aztec and Mayan symbols through painting and sculpture classes; and Youth Together, which supported activities at Richmond High School such as Unity Week, where students came together to put on cultural performances and a resource fair.

In addition to receiving financial support, the mini-grant recipients came together as a collaborative group to learn from one another’s work. The Awardees also hosted an Iron Triangle Cultural Legacy Celebration in August 2007 to showcase the work of the mini-grantees and distribute applications for the next round of mini-grants to be granted in October 2007.

Support was also given to Iron Triangle Awardee Reverend Andre Shumake and his organization, the Richmond Improvement Agency (RIA), which has been the key organization orchestrating the Zero Homicide in Richmond Campaign: Tent City Emergency Street Action. When the project began in October 2006, it set up five tent sites in the “hot spots” of the city of Richmond with the goal of building key relationships and trust “on the block” to end the chronic street violence in order to create a safe and peaceful environment for residents. RIA has also been bringing together youth offenders and perpetrators of the violence to talk and meet with some of the recently released inmates from San Quentin Prison alongside other neighborhood elders.



Richmond High School students from mini-grantee Youth Together celebrating Unity Week.

2003-2008 Monument Corridor

CONCORD

The Monument Corridor Awardee group is especially concerned with young people in the community and saw a need for providing afterschool activities and support. This led two of the Awardees, Maria Reyes and Raquel Diaz, along with support from the rest of the Awardee group, to design a youth tutoring and mentorship initiative called the Go Get It (GGI) project, which launched in fall 2005. GGI focuses on serving first generation students who are currently 9th or 10th graders. The goal is to increase the graduation rates for the Monument Corridor students and increase the number of minority students' participation in vocational and post secondary education. GGI gives students the opportunity to earn a \$250 scholarship for those who complete the program. The program also provides mentorship, parent workshops, tutoring, scholarship opportunities, fieldtrips to universities, test taking skill development, and exit exam preparation. In June 2006, 16 students successfully completed the program. In fall 2006, 30 students enrolled in the program, and 27 students completed it in June 2007. The students from the first year of the program have continued to meet weekly and have hosted community presentations for parents and students. The Monument Corridor Awardee group also created an Emergency Fund in partnership with Catholic Charities of the East Bay, as a matched fund to support residents who find themselves in crisis.

The Monument Corridor Awardees had a true bonding experience when they went on a field trip to visit the Canal Neighborhood of San Rafael. The field trip was designed to allow Koshland Awardees from the Monument Corridor to visit the Canal Awardees, meet each other, and share success strategies and lessons learned. The group visited the Canal Welcome Center and the newly renovated Pickleweed Park. As both neighborhoods have large immigrant populations and deal with similar challenges, it was particularly interesting for the Monument Awardees to learn about the mobile consulates program at the Canal Welcome Center, which serves thousands of immigrant residents with services from the Mexican and Central American consulates. Two Iron Triangle neighborhood Awardees also joined us for the site visit, and everyone had fun enjoying sunny San Rafael and getting to know one another.



Awardees and community members from the Monument Corridor in Concord visit the Canal Neighborhood in San Rafael in November 2006: (Back) Carmen Elena Rodas, Terry Kelley-Farias, Martha Potts, (Front) Luz Sierra, Virginia Lizarraga, Raquel Diaz, and Maria Reyes.

2002-2007 West End of Alameda

ALAMEDA

For three years the West End of Alameda Awardee group successfully supported projects through a mini-grants program. The intent of the mini-grants was to encourage residents and grassroots organizations to create innovative projects that promoted civic unity and improve services for residents living on the West End. Over 42 grants were awarded to such projects as: personal tax preparation assistance, a resource guide for the Muslim community, afterschool activities for youth, and emergency food aid. Through these mini-grants, the Awardees became aware of the deep need for a unified voice for their disenfranchised community and began to plan a collaborative that would engage recipients of the mini-grants, the Alameda Multi-Cultural Community Center (AMCCC), the Alameda Unified School District, and other community based organizations.

In October 2006 the Awardees and the board of AMCCC came together for a one-day retreat to define their relationship. Their joint mission would be to strengthen West End Alameda through community resources, cultural empowerment, and relationship building with families and individuals. Throughout the past eight months, the group has continued to meet and develop plans for the governance and specific projects of this partnership. It has decided to operate under the existing structure of AMCCC to streamline the process and has added a tagline – a Koshland Community Partnership – to the organization's name. The board of AMCCC has voted to appoint four of the original Koshland Awardees to their board. The remaining Awardees not joining the board will continue to act in an advisory role to the projects. The group has just hired a new program director and continues to work with Koshland staff on fundraising and capacity building.

On October 27, 2006, the new Elementary School, Ruby Bridges Elementary, celebrated its inauguration. Koshland Awardee Vickie Smith was very active in working with the families of the new school and the larger community to create an open and respectful beginning for the new school. Ruby Bridges herself was honored at the inauguration and spoke to the children about her experience as the first Black child to attend an all White elementary school as a six-year-old in 1960.



Ruby Bridges signs a copy of *The Story of Ruby Bridges* for students at her namesake elementary school in the West End of Alameda.

Michael Omi

An Enlightened Academic



Michael Omi embodies the values and mission of the Koshland Program. He has served on the Koshland Committee since 1999 and was twice chair of the Committee. Michael is an associate professor of ethnic studies at UC Berkeley and is renowned for his theories on the social construction of race. We sat down with Michael to hear his views on community building and the impact of Koshland on neighborhoods across the Bay Area.

Greetings, Michael, can you tell us a bit about your background?

I was born in Berkeley. My family moved to San Francisco when I was about six months old. So I grew up in Western Addition neighborhood, mainly in the African American community, though the Western Addition was going through a transition at that time, and it was a shared community between Japanese Americans and African Americans. Later my family moved to the Richmond District. At the time it was predominantly Irish and Russian Jewish immigrants.

So you are a rare Bay Area native?

I am, and one thing that got me interested in issues of race and ethnicity, looking back in hindsight, was that I grew up in these distinct kinds of communities. I witnessed first hand their demographic transformations. In the Richmond, it was an influx of Chinese Americans and the transformation of Clement Street from Russian pubs and Irish delis to Chinese noodle shops.

Is there anything that influenced you as you grew up that led you into the teaching profession?

Not really. I never thought about being an academic at all. In fact, I went to university thinking I was going to be a pharmacist, mind you that was before the big health maintenance organizations (HMOs), so my vision of the pharmacy was the small local drugstore that stocked the comic books.

Yes, and today you would be working at some large chain.

Exactly (laughing). So it was at a particular period of time that I went to UC Berkeley. It was after the Third World Strike, during mobilizations against the war in Vietnam, and struggles over a piece of turf known as People's Park. The events outside the classroom in those days really had a dramatic and jarring effect on me. I began thinking about issues around social justice much more deeply. And then, for me, it became a quest to try and connect what I was learning in the classroom and use that to interpret or comprehend what was going on in the streets. What really impressed me were professors who were able to make that connection. Professors who took their course content and made it relevant to what was going on – and for them it was kind of unavoidable – we had National Guard in the streets and helicopters descending on campus with tear gas, so the classroom couldn't be this autonomous space anymore. It had to be a place where people could start to critically reflect on what was going on outside.

Was there a specific professor who influenced you during this period?

No, it was a series of professors. Mainly some in sociology. It was interesting, after I gave up on the pharmacist idea I thought I wanted to go to law school to become an immigration lawyer. Then I spoke with a faculty member and he said, "You know, there are a lot of lawyers out there. Have you ever thought of a career in academia?" Until that time I hadn't thought about it, so I started pursuing that direction.

I think I was radicalized at a particular period when the student body had very radical and progressive ideas and often confronted very conservative faculty members. Then, as I became a professor myself, I felt as if I were part of a generation of teachers that came into the classroom with progressive ideas about social justice at a time when the student body was becoming more conservative. It was sort of a reverse situation.

How long have you served on the Koshland Committee?

I have been on the Committee since 1999. In fact, this is my final year. I cycle off in March 2008, and I was honored to serve twice as chair of the Koshland Committee.

Is there anything from the academic world or your upbringing that got you interested in working with the Koshland Program?

One of the main things is the fact that the Koshland Program works to build civic unity in communities that are undergoing profound transformation. I grew up in the Western Addition and Richmond neighborhoods in the city and witnessed transformations in race, ethnicity, and class. These experiences led me to work in communities to build social connectedness between disparate groups of people who found they occupied the same geographic space. The other thing that attracted me was that much of my academic work is much more theoretical and not as grounded as the work of the Koshland Program.

Academically, one of the things that I am supposedly well-known for is looking at the social construction of race as a category and seeing how that has transformed over the decades. However, what I was missing in academia was that groundedness, to look more at the lived experience and how people interact with one another, discovering the prospects and problems of trying to build forms of cooperative and collaborative work.

As you worked with the Koshland Program and watched it partner with neighborhoods for five years, did anything evolve that changed how you thought about your theoretical work?

It's interesting, and the answer is yes and no. It wasn't that I was looking for some sort of connectedness in that sense. I didn't want to make the Koshland work something I studied and brought into the academic house. I wanted to maintain distinctiveness; they don't mesh together so seamlessly. What I did see however was ways in which very different group identities from out of these settings, and often it encourages people to cross boundaries with respect to many forms of social identity: such as issues of sexual identity or gender or race and ethnicity. So I believe I developed a really deep appreciation for how people bring baggage to the table when they work together, but how they are also able to learn from one another and build and create a new form of group consciousness. Sometimes it worked beautifully and sometimes it fell flat on its face.

What is the reputation of the Koshland Program in the neighborhoods you've worked or in the larger community?

Many neighborhoods felt very empowered by the Program; they felt a sense of legitimacy and recognition for the hard work that had taken place. Koshland has struggled with the concept of whether we were rewarding people and acknowledging work that these neighborhood heroes had already done, versus assessing people's potential for work that remained to be done. In the early years Koshland partnered with Awardees who worked more on their own individual projects, whereas now there is much more of an emphasis of getting a group together and have them form a common vision of what they would like to see happen in their community.

This is the new Koshland Model?

Exactly, and we've learned so much from the neighborhoods – West Alameda, for example. They had a great idea to take some of the Koshland funds and start a re-granting program in their community. They served as the key group to dole out resources to the rest of the community. This was a terrific idea generated from that neighborhood group that had a ripple effect of expanding civic unity in directions we didn't anticipate.

How do you establish benchmarks of civic unity? Does it defy quantitative indicators?

Yes, you have to be careful about how you measure this. In many respects some of the new evaluation strategies have focused on storytelling and how people are able to talk about their lives. In many ways that is a much richer source of data because it has human interest, it goes beyond numbers to get at people's life experiences.

How involved is the Committee in the work of the Koshland Program?

We are involved. There are various sub-committees that work on specific issues such as the new Koshland Model. And one thing all members enjoy are the site visits to check out neighborhoods. We meet key people and hear firsthand the issues they grapple with. You see the demographics: families falling below the poverty line, low graduation rates, issues on criminality. But when we visit and hear from residents, we understand how they see their communities, the potential they see in their neighborhoods, and how they reflect on the situation – it is really eye opening.

You get beyond the statistics?

You really do. It puts you in touch with the hopes and fears of people who live in those communities.

Has the Koshland Program helped bring these communities together?

Yes, I believe so. Having the partnership more issue-focused on the front-end helps. Residents know what they want their community to look like in five years, and we help create an agenda for action to get there. We are also working on linking neighborhoods that have gone through the Koshland Program so they can learn from one another and don't have to re-invent the wheel each time. Many of the problems they face are regional and not necessarily local, so helping these neighborhoods network and collaborate to address concerns is key and something the Koshland Program is working to improve.

Lasting Impact

1990

Richard Livingston

Tenderloin, San Francisco

Richard Livingston has been deeply committed to Exit Theatre since its founding in 1983. If you have not visited it yet, Exit Theatre is a Tenderloin District institution dedicated to creating opportunities for theater artists to perform and create work in one of four intimate theaters ranging in size from 35 to 80 seats.

Livingston remembers when Exit Theatre was a scrappy startup. As a recipient of a Koshland Award in 1990, he and other dedicated community members grew the organization ninefold. “We went from \$20,000 a year to \$180,000 a year during that period. The grants were not huge, but they made a huge difference, providing a reliable source of income and legitimizing us in the funding world.”



The growth has continued to this day. Last year, Exit Theatre hosted 600 performances, with a special emphasis on cutting-edge material. The San Francisco Fringe Festival, the most high-profile of Exit Theatre’s programs, is a premiere venue for experimental theater in Northern California. During DivaFest, women playwrights and performance artists are supported and showcased to enthusiastic audiences.

1998

Carmen Ochoa-Aguilar

Pittsburg

Carmen Ochoa-Aguilar has held various positions in city government before becoming the first person of color to be the Superior Court Clerk of Contra Costa County. She felt strongly about the importance of bridging cultural divides on and off the job. After retiring in 1987, Carmen decided to take her commitment to cross-cultural harmony to another level by spearheading Give Always to Others and Company (GATO), a volunteer-based organization that develops, designs, produces, and airs bilingual television programming on topics of community interest and also organizes cultural events to build and promote intercultural understanding. Her dedicated work with GATO led to her selection as a Koshland Awardee in 1998.



Carmen’s experience in the Koshland Program had “a great impact because it gave opportunities for the nonprofit community in the Pittsburg area to gain knowledge, as well as network with others.” Since her time working with the Koshland Program, Carmen has continued to engender positive change and growth in the Pittsburg area. Even after being diagnosed with breast cancer in 2002, she has continued to learn and do as much as she can for the benefit of her broader community. Her goal is to “make a difference” before she departs this world, and at 67 years old, Carmen is doing just that. In addition to taking a myriad of courses including graphic arts and web design so that she could master her organization’s website, Carmen will fulfill her credential as an adult education teacher this year. She is also halfway to a certificate in nonprofit management and hopes to continue to a J.D. degree. Carmen professes, “I really believe in the nonprofit world as a way to make a difference in our communities,” and each day she strives to build herself and those who are touched by her organization to help make that difference.

1999

Nancy Lim Yee

Chinatown, San Francisco

Nancy Lim Yee remembers that when the Koshland Program selected the Chinatown neighborhood in 1996, she was interviewed by Elaine Lee, the Koshland Program director at that time, about her experiences working at the Chinatown Child Development Center. She did not realize she had been selected as a Koshland Awardee until she received the letter, which made it a special recognition for her.

In 1999 the technology project was born from the mini-grants idea developed by the Koshland Awardees in Chinatown. The technology project aimed to provide a community for children with disabilities and their families where they could socialize and access resources. The Koshland Program has helped open doors in applying for grants. Because of the Koshland name, the project became visible to other funding sources and continued after the five-year Koshland partnership. Over the years, the technology project has brought together children with disabilities and their parents through computer classes and will continue to serve the community in collaboration with Chinese Newcomer Services.



2000

Dave Donery

Canal, San Rafael

After working for the city of San Rafael for 11 years, Dave Donery was selected for the Koshland Civic Unity Award and began working with the Koshland Program. One of the projects that the Canal Awardee group was able to start was the Canal Youth and Family Council. The Council played a pivotal role in encouraging the San Rafael City Planning Commission that the community wanted and needed an updated community center.

After seven years of planning and building, the new Pickleweed Park Community Center opened its doors in July 2006, with 24,000 square feet of space for community meetings, events, afterschool programs, and recreation activities and programs. The center also has a new library, computer lab, homework center, and classrooms available for public use. Dave thanks the Koshland Program for providing support, training, and connections with members of the community who were able to work together to strengthen the Canal community.



VIRGIE NEWMAN

[FEBRUARY 28-MARCH 6, 2007]

SAN FRANCISCO POST

Festival Promotes Science and Health

Bayview—Now in its 6th year, Reachout for the Rainbow's annual Science Festival has become an official Bayview Hunters Point institution. Nearly 300 people from around the Bay Area were at the Bayview Opera House on February 11, as wide-eyed children and smiling parents enjoyed the interactive science projects, demonstrations, and performances. ...Virgie Newman, the event's coordinator and Reachout Rainbow's Executive Director, said the event was a huge success, and she is already looking forward to next year.

REV. ANDRE SHUMAKE

[OCTOBER 11, 2006]

San Francisco Chronicle

Making a bold stand for peace in Richmond's Iron Triangle

Richmond—The law-abiding, God-fearing residents of the Iron Triangle, a tough neighborhood in central Richmond, have pitched their tents in a bold and unusual stand against a deadly wave of violence that swept through the city like an end-of-summer wildfire. ...The Rev. Andre Shumake contacted the local NAACP chapter president and an ex-con-turned-savior, and the three hatched plans for a community sit-in.

DIANE GRAY AND JACKIE COHEN

[DECEMBER 2006]

UC BERKELEY GRADUATE SCHOOL OF JOURNALISM

Cousins Making a Difference for Youth

SAN FRANCISCO—Jackie Cohen is verbose and flamboyant. She sings loudly with the radio as she drives her school bus. She eats cheeseburgers and strawberry sundaes. Her cousin Diane Gray is calm, composed, and articulate. Her long wool jacket encases her, heels clicking as she walks. She packs her lunches. ...An odd duo, the bus driver and the school district administrator form a perfect team. For a decade, they have devoted their free time to revitalizing their native Bayview-Hunters Point by keeping teenagers in school, getting them into college, and finding them jobs.

REV. MICHAEL YOSHII

[AUGUST 25, 2006]

Alameda Sun

Church Rallies Behind Soldier Refusing Deployment

Leaders of Bay Area faith communities, Alameda included, are rallying in support of 28-year-old Army Lt. Ehren Watada, who has refused deployment to Iraq because he feels the war is "morally wrong" and "a breach of American law." ..."A number of faith communities are expressing support for Lt. Watada's position, recognizing his actions as those of civil disobedience and a decision of moral and ethical conscience," said Rev. Michael Yoshii, of Alameda's Buena Vista United Methodist Church, in a press release.

WEST END ALAMEDA NEIGHBORHOOD

[OCTOBER 27, 2006]

Oakland Tribune

Civil rights hero will be at dedication of Island school

Alameda—Alameda schools are named for U.S. presidents, a famous inventor, and an aviation hero. Now, a brave six-year-old child will be added to that list. Ruby Bridges Elementary School, which opened this year, will hold a dedication ceremony today. Bridges, who became a civil rights hero when she became the first Black child to attend a New Orleans school in 1960, is the guest of honor.

MARIA REYES

[JUNE 22, 2006]

CONTRA COSTA TIMES

Students Resolve to Go Get It!

Richmond— They are all immigrants, English is their second language, and none of their parents went to college. But the 16 high schoolers, who are enrolled in a new program for low-income students in the Monument Corridor, plan to go to college and are doing everything they can to get accepted. ...The goal of Go Get It!, which is funded by The San Francisco Foundation, is to increase graduation rates among students in the Monument Corridor and increase the number of minority students who enroll in vocational and post-secondary education, said Maria Reyes, who co-founded the program.

Introducing Our New Website

As a community foundation, we work to strengthen the region, promote philanthropy, and act as a bridge between resources and those in need. To further this effort we are proud to announce the launching of our new website at www.sff.org. We view the web as integral to our goal of opening communications, increasing our transparency as an organization, and providing easy access to the Foundation for our donors, grantees, and partners.

Our new website will allow us to provide up-to-date information for our community and has a host of new features. A robust search feature allows users to find information at their fingertips. Tools make it simple to email a web page to a friend or adjust the font size to your liking. Online forms allow you to register for events, or sign up for one of our newsletters. The new online calendar provides information on upcoming events at the Foundation.

You will also notice that the Koshland Program pages are full of up-to-date information on our latest program model, our newest Koshland

neighborhood, current Koshland news, and an updated community resource guide.

We are also excited to announce the launch of Donor Center, which allows our donor advisors easy access to their funds and enhances their ability to make donor advised grants.

And coming in 2008 is the Grantee Center. The Grantee Center will provide online access for grant applications, grant status, and a host of other information for our grantees.

Technology and the expansion of knowledge and information are essential to our mission. Our new website expands our ability to share our program staff's expert local knowledge and opens new avenues of learning, partnership, and interaction with the community.

The screenshot shows the homepage of the San Francisco Foundation website. At the top, there is a navigation bar with links for "Donor Center", "Grantee Center", and "Contact". Below this is a red header with the text "THE SAN FRANCISCO FOUNDATION" and a search box. A secondary navigation bar includes "About", "Programs", "Grantseekers", "Donors", "Professional Advisors", and "Press". The main content area features the tagline "CATALYST FOR CHANGE COMMUNITY PHILANTHROPY SERVING THE BAY AREA" and a quote from Dr. Sandra Hernández, CEO: "The Foundation is a bridge between nonprofits and resources, neighborhoods and government, leadership and those in need." Three news items are highlighted: "Welcome to Our New Website", "Remembering Foundation Philanthropist Daniel E. Koshland, Jr.", and "BoardSource Leadership Forum Comes To San Francisco". A "Connect With Community" section lists events like "Arts and Culture's Best Practices Series" and "Celebrate Leaders". A "Sign up for our Enews" button is at the bottom right. The footer contains contact information: "THE SAN FRANCISCO FOUNDATION | 225 BUSH STREET, SUITE 600, SAN FRANCISCO, CA 94104 | 415.733.8500 | INFO@SFF.ORG | [PRIVACY POLICY](#) | [MAP & DIRECTIONS](#) | [SITE MAP](#) | [CALENDAR](#) | [ENews SIGN UP](#)".

The new homepage at sff.org is frequently updated with news about the Foundation.

Resource Guide

PHILANTHROPY AND NONPROFIT RESOURCES

The Nonprofit GENIE is a website that provides fast information to nonprofit managers, volunteers, and board members, including a FAQs section on nonprofit management and a features section containing interviews with grantmakers and nonprofit leaders and links and publications. The site also has a new link for using Quickbooks for nonprofit accounting.

CONTACT:
www.genie.org

The University of Wisconsin at Madison Grants Information Center website offers excellent guidelines for proposal writing and has links to advice on writing letters of inquiry, sample proposals, FAQs, information on seminars and workshops and an extensive database on resources for nonprofit organizations and individuals.

CONTACT:
www.library.wisc.edu/libraries/Memorial/grants/proposal.htm

The Foundation Center is a library that provides research and services on philanthropy in the United States. It offers education and training on the grantseeking process, including fundraising, proposal writing, and budgeting. The Center, which is open to the public, also has a comprehensive and searchable database of funders. Centers are located in Atlanta, Cleveland, New York, San Francisco, and Washington, D.C.

CONTACT:
415.397.0902
www.fdncenter.org/sanfrancisco

The San Francisco Foundation offers monthly “how to apply” workshops to teach grantseekers the most effective approach to requesting support. Please contact us to sign up for workshops or for up-to-date information on availability.

CONTACT:
415.733.8500
info@sff.org
www.sff.org/grantseekers

Give Voice is a place where you can speak directly to elected officials about the issues affecting the nonprofit sector. It also offers email and fax action alerts.

CONTACT:
www.givevoice.org

Idealist is a global directory of nonprofit-related information, including nonprofit organizations, consultants, products, services, publications, and events. It also provides nationwide listings of jobs and internships.

CONTACT:
212.843.3973
info@idealist.org
www.idealists.org

FELLOWSHIPS

The Academy Fellowship Program of the Greenlining Institute is an annual leadership training program for multiethnic students who have at minimum completed their undergraduate studies and want experience working on low-income and minority economic development. Fellows conduct research, write reports and position papers, help organize community events, and interface regularly with multiethnic community, corporate, and government leaders. Applications can be downloaded from the website. The Institute also hires graduate-level summer associates.

CONTACT:
The Greenlining Institute
1918 University Avenue, 2nd Floor
Berkeley, CA 94704
510.926.4000
www.greenlining.org/program/academy/fellowships/index.php

The Hesselbein Fellows Program, a year-long program of the Leader-to-Leader Institute, supports the professional development of social sector leaders who have a demonstrated record of leadership and entrepreneurial performance and who are engaged in projects or programs that demonstrate community innovation. Application brochures are available online.

CONTACT:
320 Park Ave, 3rd Floor
New York, NY 10022
212.224.1174
www.leadertoleader.org

CLASSES • TRAINING • CONSULTATION

The Center on Philanthropy at Indiana University's Fund Raising School offers courses for nonprofit professionals, including: Fund Raising for Small Nonprofits; Principles & Techniques of Fund Raising; Planned Giving; Getting the Proper Start; Preparing Successful Grant Proposals; Enhancing Donor Relations; and Developing Leadership for Major Gifts. The following scholarships are available:

- The San Francisco Foundation awards up to four scholarships per course. These scholarships are awarded based on recommendations from Foundation Program staff. Contact Retha Robinson or Harmony Karp at 415.733.8500.
- The Dottie Rosso Scholarship Fund provides partial scholarships to participants employed by 501(c)(3) organizations with annual operating budgets under \$1,000,000. Contact the Fund Raising School for more information.

CONTACT:
550 West North Street, Suite 301
Indianapolis, IN 46202-3272
317.274.4200
iucop@iupui.edu
www.philanthropy.iupui.edu

CompassPoint Nonprofit Services offers training and consulting to nonprofit organizations, as well as a wide range of low-cost workshops for individuals. Course topics include executive leadership, fundraising, financial management, marketing, computer training, the Internet, and more. Workshops are offered in San Francisco, San Mateo, San Jose, and the East Bay.

CONTACT:
706 Mission Street, 5th Floor
San Francisco, CA 94103
415.541.9000
info@compasspoint.org
www.compasspoint.org

The Center for Volunteer and Nonprofit Leadership of Marin provides resources and services aimed at creating a stronger nonprofit sector and a more engaged community.

CONTACT:
650 Las Gallinas Avenue
San Rafael, CA 94903
415.479.5710
www.cvnl.org
info@cvnl.org

Essex and Drake Fund Raising Counsel, along with its Roundtable partners, offers free workshops for nonprofit organizations in the San Francisco Bay Area. Each partner offers training sessions on its own unique specialty to the nonprofit community or brings in experts to cover topics of interest. The Roundtable workshops are held in the spring and fall. See its website for a list of workshops and for registration.

CONTACT:
1202 University Avenue
San Jose, CA 95126
408.294.7779
contact@essexdrake.com
www.essexdrake.com/roundtable_workshops.htm

The Institute for Nonprofit Organization Management at the College of Professional Studies, University of San Francisco, offers certificate and master's degree programs structured for working adults. Research and publications on nonprofit management can also be ordered from its website.

CONTACT:
2130 Fulton Street
San Francisco, CA 94117-1080
415.422.6867
inom@usfca.edu
www.inom.org

The SPIN (Strategic Press Information Network) Project provides comprehensive media training, strategies, and resources to community organizations across the country. SPIN helps grow the capacity of grassroots groups to shape public opinion and garner positive media attention.

CONTACT:
77 Federal Street, 2nd Floor
San Francisco, CA 94107
415.284.1420 x309
info@spinproject.org
www.spinproject.org

Walton El-Askari & Associates is a community health planning, education, and evaluation consulting team that connects professional consultants with nonprofits. Its database of consultants includes such information as fees, communities served, expertise, and languages spoken. Each applicant's résumé, biographical sketch, writing sample, and reference checks are also available. This community service is offered at no charge.

CONTACT:
3255 Guido Street
Oakland, CA 94602
510.530.6177
info@waltonelaskari.com

TECHNOLOGY RESOURCES

CompuMentor, a San Francisco-based organization, has become an international model for providing computer help to nonprofits and schools serving low-income communities. It provides nonprofits with discounted software and matches volunteer expert mentors with nonprofits that need technical advice.

CONTACT:
435 Brannan Street, Suite 100
San Francisco, CA 94107
415.633.9300
800.659.3579
webmistress@compumentor.org
www.compumentor.org

TechSoup.org, powered by CompuMentor, is a community-wide portal that helps small to midsize nonprofits with an array of technology needs including products, software, and technical assistance. You can contact CompuMentor at the above phone number for more information.

CONTACT:
www.techsoup.org

The Beehive is a consumer website designed to provide low-income individuals with a range of web-based products and services (including financial services, education, jobs, healthcare, and homeownership) that help them build assets and raise their standard of living. The website, also available in Spanish at www.thebeehive.org/spanish, is written in language that is accessible to individuals with limited literacy.

CONTACT:
www.beehivesf.org

The Beaumont Foundation of America has three distinct grant programs for technology equipment: community grants for community-based organizations; education grants for schools; and grants directly to individuals.

CONTACT:
P.O. Box 1855
Beaumont, TX 77701
866.546.2667
www.bmtfoundation.com

The Alameda County Computer Resource Center, a nonprofit computer recycling organization, provides computers to those who would not otherwise have access to them. They provide technical training and refurbished computer equipment locally, nationally, and internationally to individuals, nonprofits, and governments. A request form is available online.

CONTACT:
1501 Eastshore Highway
Berkeley, CA 94710
510.528.4052
interns@accrc.org
www.accrc.org

Groundspring.org's EmailNow service is an affordable and ad-free email messaging tool for nonprofits to send eNewsletters, raise money online, and communicate with supporters. EmailNow allows a nonprofit to easily and safely store thousands of email addresses and to conduct email outreach campaigns.

CONTACT:
Presidio Building 1014
P.O. Box 29256
San Francisco, CA 94129-0256
415.561.7807
support@groundspring.org
www.groundspring.org/services/emailnow.cfm

Community Technology Center Network is a network of more than 1,000 organizations united in their commitment to improve the educational, economic, cultural, and political life of their communities through technology. CTCNet provides resources and advocacy to improve the quality and sustainability of community technology centers and programs at the local, national, and international levels.

CONTACT:
1436 U Street, NW - Suite 104
Washington, DC 20009
202.462.1200
202.462.3892
www.ctcnet.org

VOLUNTEERISM

The Shanti National Training Institute (SNTI) primarily serves people who work as leaders of volunteers. SNTI provides training and technical assistance addressing a broad range of topics related to volunteer management and offers a unique values-based perspective.

CONTACT:
415.674.4700
snti@shanti.org
www.shanti.org/snti/about.html

The Taproot Foundation is a volunteer organization that provides Bay Area nonprofits with grants of consistent, high quality professional services. Through a proposal process, it matches volunteers from the business and technology world with nonprofits.

CONTACT:
415.359.1121
bayarea@taprootfoundation.org
www.taprootfoundation.org

VolunteerMatch is a nationwide online nonprofit service that helps interested volunteers get involved with community service organizations throughout the country. Organizations may also post when recruiting volunteers.

CONTACT:
415.241.6868
support@volunteermatch.org
www.volunteermatch.org

Koshland Committee + Staff



KOSHLAND COMMITTEE (LEFT TO RIGHT): SANDOR STRAUS (MEMBER EMERITUS), RON ROWELL, LATEEFAH SIMON, MICHAEL OMI, DEBORAH SIMS, ARNOLD PERKINS (MEMBER EMERITUS), PHYLLIS KOSHLAND FRIEDMAN (MEMBER EMERITA), KURT ORGANISTA (VICE CHAIR), TERESA MEJÍA, HUGO MORALES (MEMBER EMERITUS), MARÍA LEMUS (MEMBER EMERITA), MAURICE LIM MILLER (MEMBER EMERITUS). NOT SHOWN: HEDY CHANG, BOB FRIEDMAN, JOY K. HOFFMAN, MARCELA C. MEDINA, REV. KELVIN SAULS, AND MIDGE WILSON (CHAIR).

The Koshland Committee is the formal oversight body of the Koshland Program. It consists of Koshland family members, a representative of the Foundation's Board of Trustees, representatives of the University of California at Berkeley, and other concerned Bay Area residents who have made a commitment to improving the quality of life in the Bay Area, following in the tradition and style of service established by Daniel E. Koshland, Sr.

Midge Wilson, [CHAIR] is executive director of the Bay Area Women's and Children's Center. She is a member of the board of trustees of San Francisco Day School and board president of the Tremors Youth Synchro Skating Team of the San Francisco Bay Area. Midge is chairperson of the Friends of the Tenderloin Children's Playground. She is facilitator of the Tenderloin Network of Children, Youth, and Family Services and chair of the site council of Tenderloin Community School. Midge, a former Koshland Awardee, holds a Master's of Divinity Degree from McCornick Theological Seminary. MEMBER SINCE 1999

Kurt C. Organista, Ph.D., [VICE CHAIR] is associate professor at UC Berkeley's School of Social Welfare, where he has taught for the past 18 years. A member of the Office of AIDS Research Advisory Council of the National Institute of Health, Kurt is also author of *Solving Latino Psychosocial and Health Problems: Theory, Practice, and Populations*, published in 2007 by John Wiley & Sons, Inc. MEMBER SINCE 2006

Hedy Nai-Lin Chang is a consultant specializing in early childhood education, family support, and neighborhood transformation. In her previous job as a senior program officer for strengthening families at the Evelyn and Walter Haas, Jr. Fund, she oversaw its grant-making focused on helping families succeed economically and preparing their children for school through investments in low-income neighborhoods. She is also the former co-director of California Tomorrow, a nonprofit that uses research, technical assistance, coalition-building, and advocacy to advance policies and practices that promote equal opportunity and healthy development of children and families in a diverse society. She is also the author of *Affirming Children's Roots: Cultural and Linguistic Diversity in Early Care and Education*, in addition to other publications. MEMBER SINCE 2007

Robert Friedman is founder, chair of the board, and general counsel of the Corporation for Enterprise Development (CFED), a nonprofit organization devoted to expanding economic opportunity. Bob's current focus is on the Savings for Education, Entrepreneurship, and Downpayment (SEED) Policy and Practice Initiative, a multifaceted effort to create an inclusive system of children's savings accounts. Over the decades of his involvement in economic development innovation, Bob and CFED have helped lead the US development of innovative economic development strategies including microenterprise, flexible business networks, individual development accounts, and economic health. He serves on the boards of CFED's Community Development Financial Institutions (CDFI) subsidiary, the National Fund for Enterprise Development, Doorways To Dreams (D2D) Fund, EARN, the Friedman Family Foundation, and the Rosenberg Foundation. MEMBER SINCE 2003



KOSHLAND STAFF: (LEFT TO RIGHT) JASON TORRES HANCOCK, RETHA ROBINSON, AND HARMONY KARP.

Joy Hoffmann is group vice president for community development and public information for the Federal Reserve Bank of San Francisco (FRBSF), overseeing community development, economic and financial education, its public website and media relations, as well as community, public, and, economic outreach programs throughout the nine western states that comprise the Twelfth District. Before joining the community affairs staff at the FRBSF in 1995, Joy worked for the Federal Home Loan Bank of San Francisco and earlier served as a research associate for Neighborhood Housing Services of America, a national secondary market for affordable housing. She serves on Operation Hope's corporate council of CEOs and chairs its regional board of directors of northern California. She is also an advisor to BAYCAT, an educational and arts program based in the Bayview Hunters Point community. **MEMBER SINCE 2007**

Teresa Mejía is executive director of The Women's Building in San Francisco. She has vast experience in social activism, specifically women's issues and the issue of violence against women, both in her native Puerto Rico and in the Bay Area. She was a bilingual counselor and facilitator at La Casa de las Madres and San Mateo Women's Shelter. In her native Puerto Rico, she coordinated public housing and crime prevention projects with low-income communities. Teresa first came to The Women's Building as a client looking for job information. Over the past 15 years, she has held various positions within the organization, including receptionist, information and referral coordinator, community center director, and acting executive director, becoming executive director in 1999. She holds a Master's Degree in Public Administration. **MEMBER SINCE 2003**

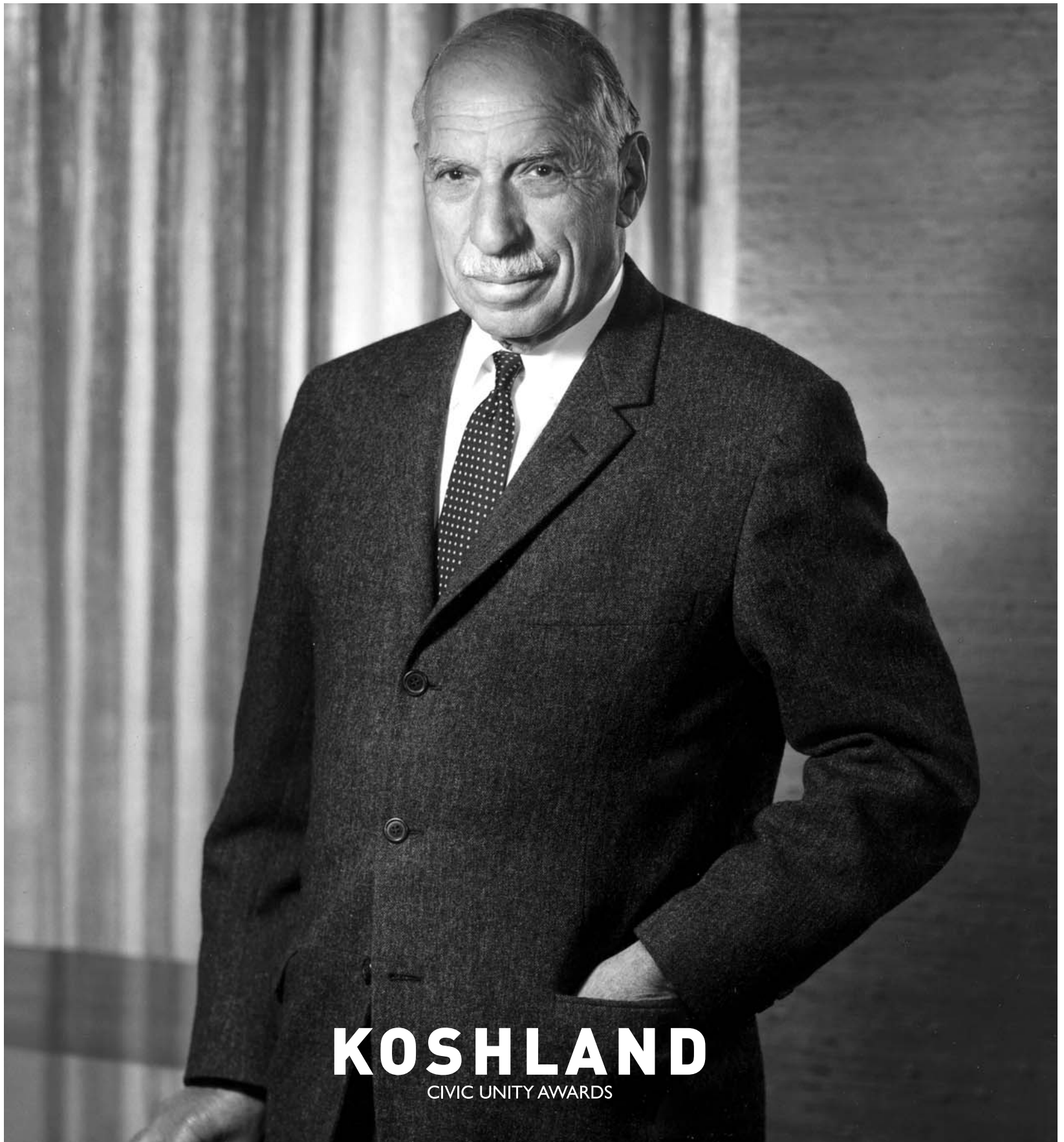
Michael Omi, Ph.D., is associate professor of ethnic studies at the University of California at Berkeley and the recipient of Berkeley's Distinguished Teaching Award. He is the co-author of *Racial Formation in the United States*, a groundbreaking work that transformed how we understand the social and historical forces that give race its changing meaning over time and place. He is an editor of the book series on Asian American History and Culture at Temple University Press, serves on the editorial board for *Contemporary Sociology*, and is a founding board member of the Opportunity Agenda based in New York and Washington, D.C. **MEMBER SINCE 1999**

Ron Rowell, MPH, is program officer for social justice at The San Francisco Foundation. He was the founding executive director of the National Native American AIDS Prevention Center. Ron serves as president of the board of directors of Friendship House Association of American Indians and as a board officer of Native Americans in Philanthropy. **MEMBER SINCE 1999**

Reverend Kelvin Sauls was born and raised in Johannesburg, South Africa. He was senior pastor of Downs Memorial United Methodist Church in Oakland from 1999 until 2006. He serves on the board of directors of the Pacific School of Religion (Berkeley) and the Interfaith Coalition of Immigration Rights (San Francisco), and on the clergy advisory board of the Planned Parenthood Federation of America. Reverend Sauls is a founding member and trustee emeritus of the United Religions Initiative (San Francisco) and currently serves as the national director for congregational development for the general board of discipleship of the United Methodist Church. **MEMBER SINCE 2006**

Lateefah Simon is director of re-entry for the San Francisco District Attorney's Office. Lateefah is a member of the board of directors of the Women's Foundation of California and serves on the San Francisco Juvenile Detention Alternates executive committee and the Advocacy Institute. In 2003 she was awarded the prestigious MacArthur Fellowship and the Visions for a Changing World Award. Her work has also been recognized by the California State Assembly, the Ford Foundation, Girls Inc, the National Organization for Women, and Oprah Magazine. **MEMBER SINCE 2006**

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