A PILGRIMAGE TO MONTGOMERY
By Rabbi Michael Lezak, GLIDE Center for Social Justice

We came from GLIDE. We came from The Kitchen. In all, 85 of us joined thousands of other pilgrims who had come to Montgomery, Alabama for the opening of the Legacy Museum, which covers the arc of American history from slavery to mass incarceration, and the National Memorial for Peace and Justice, which searingly tells the story of the more than 4,400 known victims of lynching in America.

We went because we had to go. We went because the brutal and enduring legacy of slavery in America continues to haunt us. Slavery’s wound festers in every corner of America. We went to be witnesses and we went to support and love one another on this painful trek. We went because we have to heal our wounded American souls and we have to heal the wounded soul of America.

The Hebrew word “teshuvah” means “to make amends” or “to turn.” When we make mistakes in our lives, when we wrong someone in an interpersonal relationship, we are invited to make teshuvah, to help repair a tear that has opened up in our lives. We, in GLIDE’s Center for Social Justice, believe that we need to start an American Teshuvah Project, a project that will consciously and courageously help us begin to heal from slavery and its aftermath. The opening of the memorial and the museum provided us the opportunity to open up those conversations at GLIDE. This pilgrimage brought together people across lines of race, class and religion to have deep discussions about race and racism in America and to begin to forge covenantal bonds between members of GLIDE and The Kitchen.

The pilgrimage to Alabama was a journey of personal and communal discovery that left a deep imprint on all of us. Since we’ve been back, we’ve continued formal and informal conversations reflecting on the trip. A small group of people who went are working on an interactive art exhibit that will open in GLIDE’s Creative Space in the coming months.

This pilgrimage to Alabama is part of a burgeoning discussion about Truth, Justice and Reconciliation that we are engaged in here at GLIDE, a conversation we hope to bring to expanding circles in the city and beyond.

GLIDE, The Kitchen and others will return for our second Pilgrimage to Alabama in 2019. ☀
Dear Friends,

Every day at GLIDE, there is a chance to save lives.

In the words of Meals client Michael, “In the time that I was having a hard time looking anybody in the eyes, GLIDE invited me in, looked me straight in the eyes, knowing exactly where I was—when I was literally hungry and really not knowing how to figure the way out of my own box. GLIDE listens to what it is you need, and that little step forward of having my belly full allowed me to take the next step to something else. I got humanized when I was feeling dehumanized. That’s just as important as any meal.”

And Phillip, “I’ve been homeless for more than a year. One day I walked here and I saw people lining up for free food. So now every day I come here and eat breakfast, lunch and dinner. Most days I rely on GLIDE for my nutrition. I finally got housing, and the next thing is to get a job.”

Stories like these are the inspiration for our work at GLIDE. They represent the transformations we aim to support more often and more widely over the next five years, and beyond, through a strategic initiative we’re calling GLIDE Forward. It will guide our evolution to meet the immense need and undo the injustice we see on the streets of San Francisco today.

GLIDE Forward builds on our legacy and unique strengths—our deep connection to the community and ability to reach people no one else can—to expand our reach and deepen our impact. It calls for refining our integrated service model, bolstering our Center for Social Justice and continuing to nurture the spiritual community of GLIDE Church.

We are expanding and honing our program model to better address complex, interrelated problems, connecting today’s most vulnerable populations—including increasingly women and families of color—to comprehensive services that we know can set them on pathways out of crisis and poverty toward stability and self-sufficiency. We’re doing this with data-informed and evidence-based practices, and strong partnerships with other providers, to tailor a coordinated approach across housing, medical care, life-skills, mental health and drug treatment services, and more.

At the same time, we are growing our Center for Social Justice (CSJ) to shape policy, influence public perception and change systems in the direction of greater equity and justice. Through ballot campaigns and grassroots organizing, CSJ is also mobilizing our community and inspiring a new generation of change agents.

Our city is rapidly changing, and as poverty and inequality increase, too many of our neighbors are being left behind. We have an opportunity to grow our impact and pursue a new vision for San Francisco. GLIDE Forward is and must be at heart a community effort. We’re calling on our friends and supporters to join us in achieving better outcomes for those we serve, greater equity across our communities and the boundless potential we have in each other.

In love and justice,

Karen Hanrahan
President and CEO, GLIDE
LENDING HOPE

Angela Coleman is a much-loved case manager with GLIDE’s Walk-In Center. Angela works closely with incarcerated and formerly incarcerated women and men. New research shows that formerly incarcerated people are nearly 10 times more likely to be homeless than the general public, with Black women experiencing the highest rate of sheltered homelessness—nearly four times the rate of white men, and twice as high as the rate of Black men.

ADVOCATING FOR FORMERLY INCARCERATED PEOPLE

In my role, I get people connected with primary care and mental healthcare if they need it, recovery circles, different meetings in the city. Some of them want to go to school. I do counseling, but it’s mostly listening, and validating and encouraging them to do what they must to stay out of prison. I lend them hope until they find their own. Let them know that they can do it—if I did, they can, too.

You have to meet people where they’re at, without judgement, and understand that there is good in everyone. Just because someone lives a bad lifestyle doesn’t mean that they are a bad person.

TURNING EXPERIENCE INTO EMPATHY AND COMPASSION

I first arrived here when I got into recovery [at Walden House]. I had worked before, I’d been married, bought houses, cars and all that kind of stuff; it would never last because I wasn’t happy. I’d been getting high since I was 14 years old. I’d been sexually abused as a child. That’s how I thought life was. That’s what I thought love was. Basically, I had to just start all over. Walden House taught me a lot. I didn’t want to go back out there, and I have not been back out there since.

The manager of GLIDE’s Walk-In Center asked me what population I wanted to work with, and I said “re-entry.” It’s my passion. Because of my prior lifestyle, I knew the barriers people face. When you’re out there on drugs, you don’t go to the doctor, you don’t eat right, you don’t work, you’re homeless. Most of us were. You start your life all over in baby steps.

When you’re getting out of prison, you have to worry about getting a job. But you might not have any teeth, so you got to go to the dentist. You don’t have any confidence or self-esteem. You don’t have any interview skills. You got to learn all that again. Everything is difficult. A lot of people that I work with now, they are afraid of what their life might be.

CHANGES WE NEED IN THE SYSTEM

One of the reasons I got involved on the San Francisco Reentry Council is that the housing situation is ridiculous, and we need to do something about it. It’s gotten worse. There used to be a lot of 30% housing [housing pegged to incomes up to 30% of the area median income] on our housing lists. There is NONE now.

Since I’ve been on the Reentry Council we passed a few state bills. One, we got rid of the court fees and restitutions that people build up while they’re in jail. There should be a program for people who are in prison and owe child support. When they get out they’re not working, and they can’t get a driver’s license to get work. What are you going to do? You’re going to go back to your old ways because you don’t have any hope, or any support, and you just feel that society is throwing you away.

I go into the county jail every Monday to E Pod where I encourage the ladies to get it together. I let them know about GLIDE’s services and that I’m here for them. We talk. I take housing or job applications. I wish more people could go into the jails with some type of program in mind, something that will help encourage the ladies to turn their life around, even if people just go in and tell their stories.

Some women from the jail come to GLIDE programs when they are released. Even some of the men that I communicate with all over California. I just mailed out 10 letters yesterday. (Opens a filing drawer with hundreds of letters inside) These letters are from prisoners all over California, some of them from out of state. I had a guy once from Boston and when he got out he came here. I write to people in prison so they know they have a place to go when they get out.
NOURISHING THE BODY AND SOUL
Daily Free Meals is the only program in San Francisco serving three nutritious meals per day, 364 days a year, to the city’s low-income, homeless and hungry populations. GLIDE provided nearly 756,000 meals in FY 2017-18, averaging over 2,000 meals a day served in an atmosphere of respect, acceptance and love.

MOVING BEYOND CRISIS
Walk-In Center (WIC) provides holistic care and immediate crisis intervention for individuals who are housed, transitionally housed, living in shelters or unhoused. It is the only site in the Tenderloin to offer shelter bed reservations in the City’s shelter system. In FY 2017-18, GLIDE provided 20,956 units of service including shelter reservations, basic emergency services, ID vouchers, benefits enrollment help, rental assistance, advocacy, and case management services.

SUPPORTING FAMILIES AND INSPIRING CHILDREN
Janice Mirikitani Family, Youth and Childcare Center (FYCC) serves children ages 2–12 in a safe and welcoming environment with a continuum of licensed childcare and afterschool and summer programs. FYCC’s curriculum focuses on literacy development, diversity, wellness and nutrition education. FYCC works closely with families to provide parenting and leadership skills, case management, advocacy, and peer support groups. FYCC’s Family Resource Center served 518 children and their families in FY 2017-18.

WOMEN OVERCOMING VIOLENCE
Helping women on their road to recovery from domestic violence and oppression, GLIDE’s Women’s Center offers an atmosphere of safety and community for women who face substance use, behavioral health and housing challenges. The Women’s Center empowers participants to heal by providing drop-in support groups, weekly activities, case management and community events. The Women’s Center served 185 women in FY 2017-18.

REDUCING HARM AND SAVING LIVES
HIV/Hep-C Prevention and Harm Reduction Services provides HIV/Hep-C testing, street outreach, syringe access services and drug overdose prevention training. HIV/Hep-C Services maintains a robust partnership with Tenderloin Health Services (located on GLIDE’s sixth floor), linking clients to HIV treatment, primary care, Pre-Exposure Prophylaxis (PrEP), Hep C treatment, recovery services (both inpatient and outpatient) and behavioral health services. In FY 2017-18 Harm Reduction services included 4,714 HIV and HCV testing and navigation encounters.

MEN UNLEARNING VIOLENCE
Men In Progress is a court-mandated batterer’s intervention program that teaches men the skills they need to work through their anger, develop skills to facilitate their reentry into society after incarceration, and end their violence at home, at work and in the community. Modeled after the internationally recognized Duluth Model Approach, it is an innovative way to hold batterers accountable and keep victims safe. The model invites graduates to remain engaged and receive peer and case management support to prevent re-offense. Men In Progress served 124 men in FY 2017-18.
ADVANCING SOCIAL JUSTICE

GLIDE's Center for Social Justice influences public policy and changes public perception around poverty, discrimination, and civil and human rights. We do this through thought leadership, policy development, grassroots organizing, education and legal action. We convene policymakers and peers to amplify the voices of our community and we mobilize our congregants, clients, volunteers, donors and neighbors to become agents of social change.

CONNECTING PEOPLE TO HELP

GLIDE’s Community Safety Team acts as a resource for safety and support in the GLIDE community. In their visible yellow shirts and jackets, the Team offers the first point of contact for many of the people seeking assistance at GLIDE. The Community Safety Team safely and efficiently links people to care and support, while collaborating with GLIDE programs to maximize their reach and impact. Welcoming all who come through GLIDE’s doors, their motto is “connecting people to help.”

BRIDGING THE CIVIL JUSTICE GAP

The Unconditional Legal Clinic, a program of GLIDE’s Center for Social Justice, provides pro-bono legal advice and referrals for community members facing issues related to housing discrimination, immigration cases, expungement of criminal records and more. The Legal Clinic operates in partnership with the Lawyers’ Committee for Civil Rights of the San Francisco Bay Area and is open two days per week on a drop-in basis. In FY 2016-17, the clinic served 201 individuals.

FULFILLING BASIC NEEDS

Items available at GLIDE Goods, a pop-up free store, include toiletries such as toothpaste, toothbrushes, combs, sunscreen and feminine hygiene products as well as other basics such as socks, rain ponchos, warming blankets and earplugs. GLIDE Goods is a unique place for people to get what they need, while crucially offering the chance for deeper relationships with staff who can help them move beyond crisis and towards stability.

CONNECTING PEOPLE TO HELP

GLIDE’s Community Safety Team acts as a resource for safety and support in the GLIDE community. In their visible yellow shirts and jackets, the Team offers the first point of contact for many of the people seeking assistance at GLIDE. The Community Safety Team safely and efficiently links people to care and support, while collaborating with GLIDE programs to maximize their reach and impact. Welcoming all who come through GLIDE’s doors, their motto is “connecting people to help.”

OPPORTUNITIES TO GIVE BACK

The Community Engagement and Volunteer Program recruits and places over 10,000 volunteers who collectively perform over 92,000 hours of service annually. There are many opportunities to help, but the greatest need is in the GLIDE Daily Free Meals program, which requires up to 85 volunteers a day, 364 days a year.

SUNDAY CELEBRATION AND THE GLIDE ENSEMBLE

The internationally renowned Sunday Celebrations at GLIDE Church, started by Rev. Cecil Williams in the 1960s, offer a joyous experience of community, music and spirituality. Filled to the rafters with Bay Area residents and visitors from around the globe, GLIDE Sunday Celebrations reflect the richly diverse world in which we live. The jubilant sounds of the GLIDE Ensemble and the Change Band resonate every Sunday at 9:00 and 11:00 am.

WAYS TO GIVE

BECOME A SUSTAINER:
Set up a recurring monthly gift and join our Sustainer community. Sustainers receive a lapel pin, eNews, and special invitations to events in gratitude for their ongoing generosity.

GIVE A GIFT OF STOCK:
Donating appreciated stocks or mutual funds is a smart and simple way to maximize your tax savings and provide for the community GLIDE serves.

IRA DISTRIBUTIONS:
70½ or older? Consider making a tax-free distribution directly from your IRA to GLIDE. It’s an efficient way to support what matters to you most.

QUESTIONS?
CONTACT US:
Visit: glide.org/donate
or write to us at:
development@glide.org
**MEET GLIDE’S MEALS NAVIGATORS**

In August 2017, GLIDE introduced two full-time Meals Navigators to the Daily Free Meals program, which serves hundreds of people each day. Because properly serving our community involves more than simply delivering food. It requires an environment where all are treated with dignity and respect, in which people can realize a sense of belonging and receive the greatest possible benefit from that connection. Enter Diane Truong and Pamela Brown, whose job it is to ensure that meals time includes true community—a realm of caring, nurturing and support.

**WHAT DOES A MEALS NAVIGATOR DO?**

**Pamela:** We help navigate clients into different programs that we have available here at GLIDE. Most people start off eating at GLIDE. Then they learn that we have many different resources and so much more help that can be offered to them. We speak to them, do intake and assessment, ask them about how they’ve been, where they’re sleeping, and if there’s something GLIDE can offer them to help them be better. That’s what we do.

**DO YOU WORK BEYOND THE DINING HALL?**

**Diane:** We go to visit people if they need help—for example, for Chinese-English translation in their building with the manager. We read letters to them. We take people to the DMV, Social Security; we help them with the green card process… I translate for GLIDE’s Unconditional Legal Clinic team a lot. I’m also available if they need help on rental assistance, filling out housing forms, and applying for low-income housing. Also family domestic violence cases. We’re very busy!

**P:** We’ve got our hands in every department because our clients need so many different things. Whether it be the Walk-In Center, the Women’s Center, 5 Keys [the remedial education program, operating onsite at GLIDE], we help them get to where they need to be.

**D:** We also sometimes help people look for their loved ones. We worked with Miracle Messages to help reunite people with their families. [See sidebar, page 7]

**HOW DO CLIENTS FIND YOU?**

**P:** We are with the people, either downstairs in the dining room or outside. Diane usually helps seniors, and I help people with disabilities. We try to get everyone taken care of.

**D:** We go out into the community to help people find resources.

**P:** Like last week, we pushed a man in a wheelchair from one building to the next because we were trying to find shelter and a doctor for him. We’ve gone out and gotten people wheelchairs.

**WHAT LED YOU TO THIS WORK?**

**P:** I’m a people person. And GLIDE has been embedded in my family for forever. My mom used to work here. She was tight with Jan and Cecil. She retired in 2005, and she’s passed away now. I’ve been volunteering at GLIDE since I was a kid. You need to have a good heart, an open mind, patience.

**D:** You have to be listening and looking all the time. I used to be a supervisor on a production floor in Brisbane where I supervised about 600 employees. This job at GLIDE is the job I’ve loved most in my life, because I have the chance to talk to people, address their needs and comfort them. I really love this job.

**P:** I really do too. I like making people happy, seeing if I can make your day brighter. You never know what people might be going through, you know.

**D:** There was one instance when I went to the SSI office and I helped someone get $910 a month, up from just $400. This person was so happy that they jumped up and down, crying and hugging me!

The other day there was a woman who came here without a cane. I said, “Why did you come here like that, without a cane?” and the woman said that her walker was stolen. So we went out and got her a new walker.

The language barrier is really serious. One time I went with a woman to her building to talk to the management. She had received three eviction notices. She had failed to renew her lease agreement because she didn’t understand the letter. I went with her to translate and she got everything taken care of. That is a very big thing. She could have been homeless.

**WHAT ARE YOU CURRENTLY WORKING ON?**

**D:** We have a senior social here every Monday morning. My dream is to continue bringing in a lot of activities for them. And now we’re working on how to get afternoon activities here but for all ages!

**P:** They might play BINGO, chess, checkers, cards, something to keep them coming and to keep the people involved with each other. I feel good when I leave here every day. When I know I’ve done a good thing and helped as many people as I could, reaching people where they are right now.

**D:** Even if I was retired I would keep coming here to volunteer—because I talk to and learn from everyone out there.
**IT’S ABOUT FAMILY**

Miracle Messages and GLIDE

Many of the people GLIDE serves have lost social ties that the rest of us take for granted. Being accepted for who you are, wherever you’re at, can be the first step to healing and finding your way home. That’s why GLIDE partners with Miracle Messages, which helps people experiencing homelessness reestablish contact with a loved one. Charles had been coming to GLIDE for a while when one day he asked if GLIDE could help him locate his family...

“I came in at the front desk and asked if GLIDE has anybody who can help people find missing loved ones. [Meals Navigator] Diane [Truong] hooked me up with Mark from Miracle Messages. He’s an investigator. I gave him their names and where we grew up, what states, and the last time I’d seen them. He just went to work and found them. Now I have all their numbers [and] addresses.

“It’s beautiful. It’s a trip when you’re in a city and you ain’t got no family there with you. You ask yourself, ‘Did I do something wrong?’

“Told you I grew up in East Palo Alto—EPA, tattoo and everything! I can tell you when they had dirt roads. I’m 59 years old. In and out of penitentiary I did at least 33 years, over half my life. I looked at myself and said, What the hell am I doing?

“My father was a war hero. He had a purple heart. He put my momma in a nice 3-bedroom house and he converted it into a 5-bedroom. I’m gonna give it to you real: My parents tried to raise me right, to respect others. I look at it now and I know they were right.

“I’m not going to sugar-coat it. I stole cars, sold dope, slept on the concrete. But you know what? When you get older, you learn about a word called ‘change.’

“[Today,] I got an apartment. I have keys and all that! I come here to eat. Never forget where you came from! I’m telling you, GLIDE is wonderful. It’s all about respect and dignity. To me it’s like being associated with my family, my folks, when I come here.”

Miracle Messages offers a toll-free hotline to help our neighbors experiencing homelessness reunite with their loved ones: 1-800-MISS-YOU (1-800-647-7968).

---

**SAFER INSIDE: A COMMUNITY DEMONSTRATION**

**USING EXPERIENCE TO ADDRESS OPIOID CRISIS**

At GLIDE we believe in non-judgmental, evidence-based approaches to meeting people in need where they’re at. That’s why in August we hosted Safer Inside—the first prototype of a safe injection site in the U.S. Our Clinical Director, Dr. Ken Kim, explains why Safer Inside was such an important event for everyone who is looking for compassionate solutions to the opioid crisis.

Whether it’s peer educators demonstrating condom use to high school students to prevent HIV/ Hep C or Anderson Cooper wearing headphones to understand the difficulties of auditory hallucinations, experience remains a powerful tool to foster a deeper knowledge of complex issues. It can also spark compassion and a willingness to address the opioid crisis with innovation.

According to the National Institutes of Health and the Centers for Disease Control and Prevention, there were over 72,000 overdose deaths across the U.S. in 2017. Overdose is now the leading cause of death among Americans under 50. In San Francisco, research has shown there are approximately 22,500 people who inject drugs with 69% living on the streets. City departments and community organizations have made significant efforts to prevent overdose deaths through the distribution of Naloxone, but drug overdose deaths continue to challenge our public systems.

In Vancouver, just one safe injection site (SIS) had, in 2017 alone, 175,464 visits by 7,301 individuals, successfully prevented 6,440 overdose deaths, and connected 30% of its clients to treatment. For San Francisco, one facility with seven booths could save the City at least $3.5 million dollars a year.

When presented with this data, most residents and providers agree on the need for new interventions, but many still were not convinced that SIS is the right solution and feared that SISs would increase syringes on the streets, promote drug use, and bring drug users to their neighborhood. At the same time, leaders in city departments and community organizations were visiting Vancouver and returning with a different view.

In partnership with the Safer Inside task force members, St. Francis Foundation, and Capital One Design Pro Bono, GLIDE created an opportunity for San Francisco residents to better understand its functions and address their concerns through experience. To do this, Capital One designers utilized a human-centered design approach to not only build the realistic model, but also encourage visitors’ participation in developing solutions through group tours. Moreover, the project was a unique opportunity for providers to consider the implementation of a SIS with operational design input from the community of drug users.

Set in Freedom Hall at the end of August, the demonstration project had 700 visitors representing 150 organizations, attracted 30 media outlets, and hosted 70 tours in just four days. Safer Inside provided visitors a better understanding of SIS functions, education on harm reduction approaches, and fostered empathy for people who use drugs.

---
AN OFFICER AND A MENSCH
Building social justice mindsets in law enforcement communities

With the arrival of Rabbi Michael Lezak last year, GLIDE’s Center for Social Justice (CSJ) has been expanding and deepening the ways we emphasize truth and reconciliation in our efforts around advocacy, staff development and community building. In April, CSJ welcomed police departments and district attorneys’ offices from around the western United States for our first “An Officer and a Mensch” training.

This curriculum fosters greater understanding and consideration between law enforcement and the people of historically oppressed communities like the Tenderloin. Rabbi Michael led the initiative in partnership with Chief Matt Carmichael from the University of Oregon Police Department, and Yolo County District Attorney Jeff Reisig.

“I look at GLIDE as a lifeboat in a sea of need,” says Matt. “It’s a simple idea, to come where the need is and teach our criminal justice professionals that to be a good leader you have to know your community and who you serve. What better way to learn who you serve than spending time at GLIDE?”

Matt and Jeff, along with 25 officers, spent three full days at GLIDE, discussing everything from racism in the criminal justice system to the causes of the opioid crisis to what truly compassionate human interactions should look like. They also volunteered as a group in our Daily Free Meals program and met with GLIDE staff from across the organization to learn about our values-based approach toward serving our Tenderloin community.

“The vision was to create an opportunity to change the paradigm,” explains Jeff, “to bring law enforcement leaders into this experience of opening our minds and broadening our perspectives, even if it’s just a little bit, to a different way of approaching the issues that affect us all: homelessness, poverty, addiction, mental illness. The goal and the prayer is for law enforcement leaders to develop more hope, more understanding and maybe change the way we do the job a little bit.”

The training left a positive and lasting impression on the participants, so much so that Rabbi Michael and GLIDE are already prepared to welcome another group in November this year.

“This partnership at GLIDE is the only one of its kind in the country,” said Matt. “What’s wonderful about what you did for us is that it’s a re-connection, a reminder of our responsibility to leave no one behind. We have to serve everyone.”

GLIDE is thrilled to welcome Miguel Bustos as the new Senior Director of the Center for Social Justice. As part of GLIDE’s five-year strategic vision, Miguel will oversee expansion of CSJ’s work, including GLIDE’s advocacy and policy-related efforts, Community Engagement and Volunteer program, drop-in legal clinic, community leaders and internship programming, and more.

Born and raised in San Francisco’s Mission District, Miguel grew up steeped in community activism. The youngest in a large family, he is the first of his siblings to go to college, holding a bachelor’s degree in political science from Holy Names University, a master’s degree in international peace and conflict resolution from the School of International Service at American University, and an MBA in corporate social responsibility from St. Mary’s College.

Miguel has served as policy advisor for President Bill Clinton and Vice President Al Gore; Deputy District Director for Congresswoman Barbara Lee; Director of Boards and Commissions for San Francisco Mayor Gavin Newsom; and Director of Intergovernmental Affairs for Oakland Mayor Ron Dellums. His background includes international human rights work as Director for the Americas at the Levi Strauss Foundation. Miguel also served for five years on GLIDE’s Board of Trustees, where he consistently demonstrated that he truly embodies GLIDE’s values.

“GLIDE’s Center for Social Justice will be the voice for equity, human dignity, unconditional love and inclusivity,” says Miguel. “We will lift up the experiences of the most marginalized among us. We will change the way society and government see poor people—from problems to human beings worthy of our love. Through CSJ, we will be heard, and our collective voice will change the world.”
“A PLACE TO HEAL—FOR EVERYONE”
Creating a GLIDE Legacy

Martie Conner first came to GLIDE in 1997 as a volunteer, serving breakfast. At the end of her shift, she went upstairs to the Sanctuary to join the Christmas Celebration already in progress. “I felt like I had come home,” she recalls. “Everything about the service—the music, the message, the atmosphere—took my soul. It was a life-changing experience.”

Reflecting on her first Sunday Celebration and the community she found at GLIDE, Martie adds, “I’m reminded that GLIDE is a place to heal—for everyone.”

In 2001, following another Sunday Celebration, Martie met Chris Conner for the first time. As their relationship developed, Chris joined Martie as a member of GLIDE’s congregation. Two years later, they were married on Angel Island by GLIDE pastor Doug Fitch.

The Conners have since grown their legacy of love and community, in part by making a legacy gift, a bequest in their will, so that a portion of their estate will continue the good work of GLIDE.

Says Chris, “There is something really fundamental about feeding people and providing housing and healthcare. These are things that everyone should be entitled to. We need organizations like GLIDE that step up to the plate.”

We thank Martie and Chris for being a part of this community and for their loving commitment to its future.

For information on making your own legacy gift, contact Hallie Brignall at (415) 674-6186 or legacygiving@glide.org

RECENT LEGACY GIFTS RECEIVED

With love and gratitude, we remember the following GLIDE supporters who have recently passed on. Their estate gifts help fulfill GLIDE’s mission of creating a radically inclusive, just and loving community mobilized to alleviate suffering and break the cycles of poverty and marginalization.

Carole B. Berg
Peter Blank III
Barbara Joan Deepe
Dan Dresslar
Roderic B. George
Elly Renee Nicole Ghatan & Jack Ghatan
Aaron M. Goldsmith
Richard B. Jordan
Jonathan Leong
Louise Mangini
John C. Nash
Donald A. Neumann
Wayne G. Partridge
Barbara C. Rex
Heidi Schimmel

Robert Ireland Skinner
Gail M. Suchocki
Adolphus Thomas
Elizabeth H. Weekes
C. Searle Whitney
Anne Connell Wilson
Patty Wolfe

CECEL & JAN LEGACY CIRCLE MEMBERS
We would like to acknowledge and thank the following supporters for including GLIDE in their wills or estate plans.

Anonymous
Nicole C. Brown
Thomas & Nancy Clothier
Martie & Christopher Conner
Amy J. Errett & Clare E. Albanese
Paul & Jody Fleming
Kaye Foster
Deborah Dolores Gallo
Elly Renee Nicole Ghatan & Jack Ghatan
Crickette Brown Glad
Mary Glide & Chris Munoz
Juanita Gonzalez
Karen Keefer & Stu Nishenko
Don Kirchman
Maja Kristin
Richard Lamport
Jonathan Leong
Randy & Lynn Rabenstein
Craig Ramsey
Pieter Roell
Gerald B. Rosenstein
Sylvia H. Saunders & Thomas N. Saunders
Zahava Sherez
Elizabeth H. Weekes
Rev. Cecil Williams & Janice Mirikitani

For information on making your own legacy gift, contact Hallie Brignall at (415) 674-6186 or legacygiving@glide.org

Since October 17, 2018

*In remembrance of
Ultimately we’d like to see our clients on a clear trajectory from stability towards self-sufficiency. For many of our clients we recognize that the road might be long, but we think it’s worth the investment to help them get started on it.

In the meantime, Eunice emphasizes the importance of showing small acts of kindness.

“Ultimately we’d like to see our clients on a clear trajectory from stability towards self-sufficiency. We recognize that the road might be long, but we think it’s worth the investment to help them get started on it.” — Kyriell Noon

Interested in donating goods that are in high demand at GLIDE? Most needed products at our Walk-In Center: Socks, blankets, rain ponchos, towels, hand sanitizer, underwear, feminine hygiene products, winter coats.

Please note that we only accept new, unused items. Contact Lauren at: Lsmall@glide.org to make in-kind donations.
I AM GLIDE
By Juliet Clothier

For years, a focal point of GLIDE’s Sunday Celebration has been the “I AM GLIDE” testimony, in which a member of the community tells their story, their truth, in their words. Telling our stories of healing and recovery is itself an act of healing that can extend to others. That’s why we often refer to these testimonies as our sacred text. Earlier this year, Juliet Clothier, GLIDE congregant and the foundation’s chief financial and operations officer, graciously offered her story to the congregation.

Although I was born in San Francisco right around the time Cecil Williams came to GLIDE and had seen Cecil on the news whenever anything big happened in the Bay Area, I never really knew GLIDE until I came to Celebration in 2002. I was struggling as the support person for three good friends who were going through breast cancer and needed support myself as I felt a bit lost. With every song the Ensemble played, tears came pouring out of me. I felt embarrassed and then looked around and saw many others reacting the same way. One of my favorite things about Celebration is when the ushers pass around the tissues. It’s a small comfort.

Jan was the one who spoke that day. Jan talked about her childhood, how every day she must wake up, forgive the past and do the work to ensure that others who don’t have a voice are able to be heard. I could relate to Janice’s words as I too grew up suppressing my story, scared of the consequences, scared of being told I was wrong, not being believed, feeling othered. I knew that day that I had found my spiritual home.

I was hired as Chief Financial Officer at GLIDE in 2012. My first budget meeting, I was a bit nervous presenting to the Board and especially in front of Jan and Cecil who I had admired for so long. In that meeting Cecil said something like, “Why do we have to do all this planning?”

As a seasoned finance person, that statement was a little scary. But after my first year, I got what he meant.

Of course we need to plan and project and develop strategy, but we don’t need to be rigid in our work. You can’t come to GLIDE with a lot of expectations or a personal agenda—you must be flexible and open to the experience of GLIDE and let the needs of the community pave the path of the plan. Over the past six years, I have learned to take my time, to listen more, to hear the whole story and to trust.

Knowing GLIDE as a congregation member made my transition to working here much easier. But GLIDE is not always an easy place to work. Some days my walk to work is a struggle, thinking about my long to-do list. But once I turn the corner from Taylor onto Ellis, a shift happens. I can see the people we serve, the people who work here, and there’s always some little thing that makes me smile. The best part of being on staff at GLIDE are the over 170 people who work here.

One of my jobs is to manage GLIDE Facilities. The facilities team works so hard to keep our old building running: we have plumbing problems, the heater doesn’t always work, the water pressure is inconsistent, storage space is at a premium, there’s a different lock for every door, we’re always doing some construction project or another. Their jobs can be overwhelming, yet these five people show up every day and get it done. From Facilities and Finance, to the Safety Team, the Meals crew, the fundraisers, HR, the Center for Social Justice, violence prevention, Harm Reduction, IT, the Data team, the Walk-In Center, to the Church office and our executive leadership, and our volunteers, I have never seen a more kind, supportive, dedicated group of people. We know we can’t do any of this alone and that we need each other to make this place work.

Being part of the GLIDE staff that makes this little corner of the world a better place for humanity is an honor.

I am Juliet and I am GLIDE!
CORE VALUES

GLIDE’s mission is to create a radically inclusive, just and loving community mobilized to alleviate suffering and break the cycles of poverty and marginalization.

Our Core Values emerge from GLIDE as a spiritual movement. They are rooted in empowerment, recovery and personal transformation. Our values inspire and guide our behaviors.

They are the ground we stand on.

Radically Inclusive
We welcome everyone.
We value our differences.
We respect everyone.

Loving and Hopeful
We are all in recovery.
We are a healing community.
We love unconditionally.

Celebration
We sing. We dance.
We laugh together.
We celebrate life.

Truth Telling
We each tell our story.
We each speak our truth.
We listen.

For the People
We break through barriers.
We serve each other.
We change the world.

HOW DO YOU LIVE THESE VALUES?

JOIN THE MOVEMENT, ADD YOUR VOICE:
VALUES.GLIDE.ORG
On November 29, 2017, the GLIDE family once again gathered together to celebrate the strength of beloved community and unconditional love at our Annual Holiday Jam. Hundreds of guests from all walks of life filled the beautiful Masonic Auditorium for a joyful and spirited evening of live performances, dancing and powerful speakers. The theme was “Love Overcomes,” highlighting GLIDE’s belief that our commitment to a radically inclusive, just and loving society is a real alternative to the conflict, inequity and violence we see every day. The evening featured a talented entertainment lineup including GLIDE Ensemble and the Change Band, Butterscotch, Next Town Down, V. Bozeman, Judith Hill and Valerie Simpson.

This festive event raised over two million dollars for Mo’s Kitchen and GLIDE’s cutting edge services and programs benefitting those people in our Bay Area community who are ostracized, isolated and marginalized.

The night began with a short film featuring GLIDE’s President and CEO Karen Hanrahan and GLIDE Co-Founders Rev. Cecil Williams and Janice Mirikitani, expounding upon the theme of this year’s jam, “Love Overcomes.”

“I’m a believer in love, and I’m a believer that love will overcome. Love takes many forms. It can be angry, it can be a fight and a struggle. Love can be beauty,” said Karen. “There’s nothing like the feeling of being accepted in your authenticity.”

“Unconditional love has been practiced by GLIDE for over 53 years, and we have overcome many, many, many obstacles.

Now, especially with the threats we’re looking at, threats of war, threats against our planet, threats of all the ‘isms—racism, sexism, classism... We need to be vigilant, make sure that we come together and fight for peace,” said Janice.

We were proud to honor Amy Errett, who served as the Chair of the GLIDE’s Board of Trustees for 22 years. The first half of the evening featured a film celebrating her legacy of bold, intelligent and loving leadership.

“Amy’s one of the key reasons why I came to GLIDE myself,” said fellow board member John Coghill. “She has been such a powerful and creative force at GLIDE and to the benefit of the GLIDE community.”

“Amy was the Chair of the Board when I met her and I was singing in the GLIDE ensemble,” said Claire Albanese, Amy’s wife. “We just really connected right away. She said when somebody first brought her to GLIDE, she sat up in the balcony and just cried, and said I have to be part of this organization’... It was a gift for her to be able to serve.”

“She’s worked very closely with Jan and Cecil. They’ve worked really beautifully together, and I just think she’s done a masterful job,” said Joyce Stupski, Chairman and CEO of the Stupski Foundation.

“My mom just absolutely loves the GLIDE community. It’s amazing to see how much she cares,” said Amy’s daughter, Madison Reed Errett-Albanese.

The first half of the evening closed with Vernon Bush and the GLIDE Ensemble singing an original song written in honor of Amy, and finally with an amazing performance by Butterscotch, the world’s first female beatboxing champion.

The second half of the evening featured more bright lights, big names, beautiful voices and soaring celebration. Next Town Down captured the audience’s attention with their tight vocals and choreography, while V. Bozeman stunned the crowd with her grace and impressive vocal range. Judith Hill commanded the room with her moving, soulful ballads, and Motown legend Valerie Simpson brought everyone to their feet with an inspiring and uplifting finale.

Love Overcomes was emceed by Bay Area radio hosts Liam Mayclem and Nikki Thomas. The evening’s honorary co-chairs included Richard C. Blum and Senator Dianne Feinstein, Felicia and Ben Horowitz, Susan Lowenberg and Joyce Newstat, Lt. Gov. Gavin Newsom and Jennifer Siebel Newsom, Bill and Eva Price, Jim and Liz Steyer and Joyce Stupski.

“Going into the next 50-plus years, we need you to join us with this amazing, incredible team of folks who are leading and have been leading GLIDE for all these years to overcome with love way into the future,” Jan added.

“Love changes the world. Love changes human beings. Love changes those who are resistant into those who are trying to become more human, and more just, and more full of righteousness. Mind you, love never forgets. Love always is alive,” said Cecil.
For me, GLIDE is a place of hope and community, and there is abundant opportunity for connection. GLIDE allows me to feel human throughout the day. I welcome the feelings I have each time I walk along the streets on my way to work. I appreciate the contact with community I have when I walk within the building, work in the dining room or when I’m standing in the area of the front desk.

Being a part of GLIDE is like having a nest for me to be in, a place filled with a multitude of diversity that is welcomed and cherished.

GLIDE gives me a chance to feel and notice, where I can continue to learn about myself and connect and share with others.

GLIDE is a hopeful place for creating peace, love and stability for all of us.

—Betty
Administrative Assistant to the Founders

THANK YOU,
MAJA KRISTIN!
I took the position at GLIDE Harm Reduction because I saw it as an opportunity to work with those people who are traditionally excluded from services at most city agencies as a result of their inability or unwillingness to adhere to the strict behavioral norms by which most community-based organizations measure success.

GLIDE offered me the chance to work with people who are struggling with mental health issues and substance use issues without holding them accountable to unrealistic expectations of behavioral change before they are ready to make those changes. People who choose to use drugs and people who make a conscious decision not to seek traditional methods and strategies for managing their challenges are as equally deserving of compassionate and reasonable health care and services as those who are able to adhere to strict regulations around behavior and behavioral change.

What makes this work meaningful to me is knowing that I can be an advocate for radical social change with partnering agencies while holding the most vulnerable, marginalized and brutalized members of our community with compassion. Most of the time, being the recipient of compassion can be the most transformative, life-changing experience any of us can have.

—Janet
Assistant Manager, Harm Reduction Programs
I feel more joyful, I feel more grateful since I started working at GLIDE. I used to compare my life to my relatives’, and ask why they have a better life than mine, even though I’m working hard. But now, outside, I see a lot of people who sleep on the street, whose lives are worse than mine. I don’t feel very good when I see that—they don’t have a home, they don’t have food, they struggle in their lives. I think, “Oh my God, I should not feel bad about my life.” Now, I feel more grateful for what I have. Also, witnessing their difficulties makes me want to help them. I want to get in touch with them, to know more about their hardships, what they really need. Every time I see someone on the street and they ask for something, I show my heart to them.

— Tina
Program Assistant

THANK YOU,
ARTHUR AND TONI REMBE ROCK!
Since starting as a volunteer in 2016 and shortly thereafter joining the IT Team as a staff member, I’ve had the privilege of working alongside countless fantastic colleagues. In my experience and personal interpretation, our values are more than just a characterization of an organization; it’s a lifestyle that encompasses unconditional kindness, love, and inclusion of our fellow kindred human beings; regardless of who they are or where life’s journey has brought them. This has given me a profound sense of purpose in my work, far beyond what I imagined I would be capable of finding. I’m both proud and honored to be involved in my role supporting GLIDE’s mission – those heroes that live and breathe the transformative work we do every day – which is needed now more than ever for people marginalized by the socioeconomic policies and political climate we are faced with today.

—Ismael
Helpdesk Technician

THANK YOU,
THE FRIEND FAMILY AND TAD AND DIANNE TAUBE!
My first interaction with GLIDE was when I was 10 years old. My dad brought me here and told me he had a meeting to attend. When we got here we sat in a room with a bunch of chairs set up in a circle, and my dad started to speak. He said, “My name is Charles and I’m an alcoholic.” Being 10, I knew there was something “different” in our household, but exactly what, I wasn’t sure. The day my dad brought me to GLIDE was when I discovered that my father was an alcoholic. I asked my dad what it meant, and why he came to this place and told those people his business. He told me that those people were here to help him make his life better, which would make my life better. Once he told me that, I was all in. I asked if I could come to more meetings with him and he allowed me to do just that. Coming here made my father, me and my family better people.

Once I started working here, I was elated and wished that I could share this experience with my father. When I come here, my daily goal is to help at least one person to change their outlook on life, to encourage, to lift up, to let someone know that they matter and are just as important as anyone else in this building. So far, I have succeeded and I will continue to do my best. I love when a client comes in and says what they have accomplished and achieved because of the efforts of this wonderful place. That’s why I keep coming back.

—Eunice
Walk-In Center Manager

THANK YOU,
CRAIG D. RAMSEY AND FAMILY!
The whole idea of being radically inclusive is huge for me in how I see my life moving forward and interacting with the world. I have a great ability, being part of the LEAD program, to be a buffer between our folks and the very cruel criminal justice system. But by using a harm reduction approach, I still get to care for them with empathy and compassion in a way that they need, not the way that society, or the criminal justice system, or even other service providers think they need. I get to truly find out what it is that they want and try to match them with services and other things that are going to improve their live in any positive way. And they get to tell me what’s positive—I don’t tell them, they tell me. That’s pretty cool. I get to stay curious, and sometimes I manage heartbreak. That’s just the nature of the job, but I think I’m built for it.

—Frank

LEAD Outreach Worker
I grew up as a pastor’s kid in San Francisco’s Chinatown and always swore to myself that I would never, ever work for a church. And look at me now! I love this place. It pushes me to love myself, and once you love yourself, you can’t help but love others. And once you love others, you can’t stomach injustice. This place takes all my love, and all my anger, and gives me work to channel it into.

One of my favorite quotes from Cecil is, “Most folks are afraid of living because abundant life requires risking everything to love, liberate and accept yourself and others now. People are afraid of life for it creates diversity and requires commitment to action.”

— Eden
Special Events Manager

THANK YOU,
RICHARD C. BLUM AND SEN. DIANNE FEINSTEIN!
Despite the hardships we bear witness to, the spirit of hope is alive at GLIDE. This hope is what motivates me to come to work every day because you can see it and feel it in our staff, our clients, and our community. The work can be hard, life can be hard, but we’re all human. We all need a laugh, a smile, and a place to be loved and accepted exactly as we are; that’s GLIDE.

—Tori
Volunteer Coordinator

What I love about working with GLIDE is simply that we make a big difference in the lives of the children that we are taking care of. Seeing them succeed and come back to visit is something that I consider priceless. My favorite part of my job is to see these children smiling, happy and content every day. They always run towards me, yelling my name, and give me a hug.

—Lanie
FYCC Site Supervisor
Anything where you help people is always gratifying. Especially when you can see that difference, just in one client’s eyes, how grateful they are. I think the Meals Program is very important because I see a lot of people that depend on this place to eat. Sometimes I wonder if they didn’t have this place, what would happen.

—Eddie
Meals Program Team Member

The poet David Whyte says, “The soul would rather fail at becoming itself than to succeed at becoming someone else.” That is my way of saying we desperately want to be who we are, who we were put here to be. Most work environments require that we become someone who we are not. Not only that we become, but that we show up as someone other than who we are. GLIDE doesn’t do that. GLIDE culture is a culture that allows people to be who they are. What’s more exciting is that GLIDE offers people the opportunity to become who we are. Pretense falls away. Performing your identity falls away, if you let it.

—Isoke
Maven of Transformative Learning
Working at GLIDE means giving a voice to people that usually don’t have one and continuing to advocate for them everyday.
—Danielle
Eligibility Specialist

THANK YOU,
ALEXANDER M. AND JUNE L. MAISIN FOUNDATION!

Working at GLIDE helps me be a better humanitarian, being able to provide. My motivation is to carry on my mom’s passion, which was to serve others daily to help lift the soul.
—Raphael
Facilities Technician

THANK YOU,
PINCUS FAMILY FUND!

You’re okay wherever you’re at here—it doesn’t matter what stage of life you are in, you can talk to anybody because everybody around here has been through something or experienced some type of trauma.
—Erin
Volunteer and Programs Assistant

THANK YOU,
AMBASSADOR JAMES C. HORMEL AND MICHAEL P. NGUYEN!

When I wake up in the morning, I look forward to coming to GLIDE because I love working with the women in the Women’s Center. It’s awesome to see them grow, even if it’s in baby steps. They bring me so much joy.
—Judy
Support Counselor

THANK YOU,
CRICKETTE BROWN GLAD!

THANK YOU,
WINSTON S. CHURCHILL FOUNDATION!
GLIDE helped me out when I was in line to eat. They asked for volunteers, and I volunteered, and I never left. That was 10 years ago. Helping people out keeps me coming back every day. I have fun doing it.

—Eddie
Community Safety Monitor

I’ve been here like 13 years, man. And it’s changed my life. It really has…. A lot of people have never served people. I never served people growing up, and the first time I ever experienced something like this was coming to GLIDE.

—James
Meals Program Shift Lead

The experience of eating at GLIDE has always felt like a family place. GLIDE is like a big family. Everyone comes together, like a melting pot, we eat, we take care of each other, we work alongside each other, we cry sometimes. Everyone’s looking out for each other.

—Raymond
Dishwasher

It’s a blessing that I get the opportunity to work with people who truly love everyone unconditionally. Seeing that love, being a part of the work we do to touch the lives of individuals who are hurting most, motivates me to come into work everyday.

—Dorian
Administrative Assistant

THANK YOU,
Dignity Health.

THANK YOU,
FIRST REPUBLIC BANK!

THANK YOU,
GLOBAL GOURMET!

THANK YOU,
LIVE NATION!
Working here has restored my soul, and shown me a model of radical inclusion and love that I formerly wouldn’t have believed possible. At GLIDE, everything is possible.

—Stephanie
Adult Education Specialist

On Christmas, if you don’t have relatives to go and visit, you can come and visit your relatives at GLIDE. It’s like they have open arms for you so you come and feel welcomed. There’s a camaraderie you have here that you don’t have at other places. It is a blessing knowing that I have a place to go like GLIDE.

—Clem
Long-Term GLIDE Volunteer

I work at GLIDE because I love to help people. When I was homeless, people helped me and I feel like I need to pay it forward. It makes me feel good inside when I can help someone and give back what was so greatly given to me.

—Lisa
Community Safety Shift Lead

Thank you, Paul and Jody Fleming!

THANK YOU,
BILL AND EVA PRICE!

THANK YOU,
SUSAN LOWENBERG AND JOYCE NEWSTAT!

Giving back is important to me. I think what you guys do here is amazing. The little tiny bit that we do, setting aside fresh fish for GLIDE, is something we can do to help the people in those lines outside, many of whom might have slept on the street for who knows how long. That just seems like part of what I am, too.

—Giuseppe
Pioneer Seafoods
I love that GLIDE is a space for people to come and find themselves and find where they fit. My team and the people I get to work with motivate me to work at GLIDE, as well as the clients I get to see every day. No matter how challenging, they help me keep my humanity. This work also helps me put my life in perspective. I just love my place of work. I was born and raised in San Francisco, so I feel like I’m doing my part to better my city.

—Ray
Assistant Community and Safety Training Manager

The stories of the people we serve are truly “the sacred text of GLIDE,” and provide the vision for how we can build (and re-build) societies based on love and understanding. It is an honor for me to record these texts and be in conversation with so many beautiful humans.

—Hilary
Communications Associate

Both of my parents struggled with addiction, so for me to come back and be able to help the homeless means a lot to me. I was once in that place.

—Tanya
Community Safety Shift Lead

THANK YOU,
BONNEVILLE INTERNATIONAL!

THANK YOU,
AMY ERRETT!
Please remember GLIDE in your will.

SAVE THE DATE!
Join us for LOVE PREVAILS: GLIDE’s Annual Holiday Jam on November 28, 2018, at the Masonic in San Francisco.

EXECUTIVE LEADERSHIP OF THE GLIDE FOUNDATION
Karen Hanrahan, President and Chief Executive Officer
Rita Shimmin, Executive Director

BOARD OF TRUSTEES OF THE GLIDE FOUNDATION
Kaye Foster, Chair • Michael L. Warren, Secretary/Treasurer • Richard Blum* Crickette Brown Glad • John Philip Coghlan • Paula R. Collins Rev. Charles Cordes* • Lars Dalgaard • Amy Errett • Paul M. Fleming Erby L. Foster, Jr. • Mary Glide • Nicole Harris • Phyllis Kaplan* Christopher Lord • Shireen McSpadden • Janice Mirikitani, Co-Founder Rev. Cecil Williams, Co-Founder • Donald Tamaki* • Phillip Zackler *Emeritus

CONNECT WITH US! glide.org /glidesf glide.org/donate glide.org/volunteer