

About Community Initiatives

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Community Initiatives (CI)

Description:

Community Initiatives is registered as a tax-exempt 501(c)(3) nonprofit organization.

Stakeholder(s):

Nonprofits :

Community Initiatives acts as a thought-partner and provides professional services to nonprofit startups, established initiatives, networks, and collaborations.

Communities :

We sponsor projects for the benefit of communities in service to social change. | At Community Initiatives, we have a broad interpretation of community. Unlike other fiscal sponsors, our projects work on various issues and in diverse geographic areas. They also vary in staff and budget sizes. So, no matter how you define yourselves, be it by identity, geography, or shared experience, you'll have a home with us.

Nonprofit Professionals :

ANYONE CAN BE A NONPROFIT SUPERHERO! Community Initiatives employs more than 300 nonprofit professionals every year. When our projects are seeking talented individuals to support their great ideas, we share those opportunities with our whole community. Visit our Jobs Board to learn more.

Community Initiatives Team

RUTH WILLIAMS :

President & CEO

RACHEL MILLER :

Executive Assistant and Board Liaison

MAMIE FUNAHASHI :

Vice President of Executive Partnerships

KATHY BOLTS :

Vice President of Client Services

AUDREY RODERICK :

Associate Director of Client Services

BRANDY SHAH :

Legal Director of Client Services

ERIKA PARKE :

SEED Grant Specialist

ROSE COHEN WESTBROOKE :

Senior Client Services Manager

KELLY ERNSTFRIEDMAN :

Client Services Manager

SOFIA GARCIA :

Client Services Specialist

LIZ CRAIG :

Client Services Program Coordinator

CARL TAIBL :

Chief Financial Officer

CATHY NELSON :

Senior Payroll Administrator

BRAXTON CAHILL :

Controller

TAMMY KIPOURAS :

Assistant Controller

SHERRY CHUE :

Accounts Payable Specialist

BOBBI EVANS :

Senior Accountant

BRANDON WONG :

Project Accountant

PAIGE THOMAS :

Project Accountant

ALAN TULEY :

Project Accountant

RONNETTA THOMAS :

Project Accountant

DAVID MCGEE :

Vice President of Human Resources & Operations

ROSE ETETI :

Human Resources and Payroll Associate

RULA ADRANLY :

Human Resources Business Partner

DANIELLE PETERSON :

Brand Marketing Manager

STEPHANIE BIRD :

Digital Marketing Specialist

Consulting Experts :

In addition to our in house team, Community Initiatives has a deep bench of consulting experts that supports the entire Community Initiatives network. Get to know the companies we partner with to champion your great ideas. Many services provided by these experts are included in your flat fee. For more information, contact your client services team member.

Accel Alliance :

Accel Alliance provides high level support to senior leadership and team member training for tactical strategy implementation. In a consulting capacity, the company affirms best practices, policy, and direction to prevent conflicts and ensure optimal services for its clients. Accel Alliance is known for bringing

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Stakeholders (continued)

momentum and helping clients to achieve intended outcomes and effectively fulfill their highest purpose.

Arnold & Porter LLP :

Arnold & Porter LLP is a 1,000+ lawyer firm with offices in San Francisco and around the world. The Firm has longstanding experience representing nonprofit entities including charitable foundations, educational institutions, and fiscal sponsorship programs. Arnold & Porter attorneys have advised Community Initiatives leadership on a variety of issues including employment law and nonprofit governance.

Bend Law Group :

Bend Law Group negotiates and reviews commercial real estate leases for the Community Initiatives network. The firm helps small business owners and startups launch their companies, fund their ongoing activities and serve as their outside general counsel so they can focus on successfully running their business.

Blue Linen Creative :

Through insightful collaboration and the ability to balance clear communication with creativity and functional design, Blue Linen Creative provides business owners and high-level decision makers more effective communication tools giving them more industry credibility, visual clarity, and consistent marketing. Blue Linen Creative provides graphic design and marketing support for organizations, small and large.

Burnham Benefits :

Burnham Benefits ensures access to the best employee benefit programs at the most reasonable price available. Burnham was founded over a 100 years ago and delivers on a promise to apply a unique blend of expert knowledge, unmatched personal service and proactive planning to create proven strategic solutions. As a certified B Corp and Woman Owned Business, Burnham stands for the core values so important to Community Initiatives and our partners.

FundRazr :

FundRazr is an award-winning best fundraising site and platform that has helped thousands of people and organizations raise money for causes they care about.

Gani Pinero :

Gani Pinero offers commercial advertising lifestyle, portrait and still life photography and video production studio. Gani provided executive head shots for Community Initiatives.

Hood & Strong LLP :

Founded in 1917, Hood & Strong LLP is one of Northern California's oldest, largest and most respected public accounting firms, providing audit and tax services to Community Initiatives.

INFINIT Consulting :

INFINIT Consulting provides Community Initiatives with foundational technology services to enable day-to-day workforce effectiveness, as well as strategic technology advisory services to ensure technology investments are aligned with business objectives. The company is a technology services provider built to cloud-enable and digitally transform businesses - sourcing, implementing and managing the right technology solutions to help businesses achieve results.

KaiserDillon PLLC :

KaiserDillon PLLC is a boutique law firm in Washington, D.C. The firm has substantial experience helping clients in litigation, government investigations, and other kinds of disputes with private parties or the government.

Man on A Mission Consulting :

Man on A Mission Consulting provides strategic and fundraising support to the Community Initiatives network. The company offers management consulting services to nonprofits, foundations, and companies of all sizes, with the goal of being a catalyst for high impact social change.

Mutual of America :

Mutual of America supports Community Initiatives' employees with 401(k) plan services, allocation of funds, long term savings, planning for retirement and individual financial planning. Offering customized solutions, Mutual of America works with plan participants to construct portfolios that suit each individual's risk-tolerance and objectives.

Neo Law Group :

A law firm focused on serving nonprofit organizations, Neo Law Group provides Community Initiatives with legal representation and counsel on nonprofit corporate, tax, charitable trust, and fiscal sponsorship matters.

Research Evaluation Consulting :

REC is a Colorado-based consulting firm that provides quality research and evaluation services to purpose-driven organizations. Their clients include nonprofit organizations, foundations, associations, educational institutions, government agencies, and for-profit organizations. REC believes in developing strong and lasting relationships with their clients built on trust, mutual respect, and collaboration.

Sloan Sakai Yeung & Wong LLP :

Sloan Sakai Yeung & Wong LLP proudly represents nonprofits like Community Initiatives and public organizations in labor, personnel, and employment law. Within their law firm is a fully integrated consulting practice, the Management Strategies Group, comprised of non-attorney consultants and negotiators with extensive practical experience in personnel, labor relations, investigations, finance, organizational consulting, and transactional employment issues, including leaves, ADA accommodation, and more.

Social Directions :

Social Directions provides Community Initiatives with communication expertise. For more than twenty years, founder Stephanie Bird has developed content and technical writing to help businesses, nonprofits, and publications provide quality information and direction. Subjects span many industries, from nonprofit to healthcare to lifestyle.

Spaulding, McCullough & Tansil LLP :

Spaulding, McCullough & Tansil LLP (SMT) provides Community Initiatives with legal services concerning intellectual property matters, including trademarks and IP sharing agreements. The firm serves businesses and individuals in Sonoma County and the greater San Francisco Bay Area, and their practice areas also include business, labor & employment, real property, trusts & estates, and technology law.

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Stakeholders (continued)

Woodruff-Sawyer & Co :

Woodruff-Sawyer & Co. provides insurance and risk management services to Community Initiatives. Founded in 1918, the company is one of the largest independent insurance brokerage and consulting firms in the nation, and serves as the broker of choice for thousands of companies ranging from growing start-ups to multinational corporations.

Community Initiatives Board of Directors

BETSY BLOCK :

Betsy Block leverages her 25+ years of experience working with both individuals and organizations in every sector you can imagine to focus on capacity building for social sector organizations. Betsy's unique approach brings all the tools of data and program evaluation in harmony with the heart and intuition-led world of coaching, to increase the impact of results-driven organizations. Betsy has a Master's in Public Policy from the Goldman School of Public Policy, holds certifications as an Association Certified Coach from the International Coach Federation. Her published works include the *Making Wise Decisions* toolkit for selecting data systems (soon to be housed at Project Evident), a white paper on *Evaluation Coaching for the Center for Evaluation Innovation*, as well as research for the *Real Cost Measure with the United Ways of California*. Betsy also serves on the board of the *Oakland Triathlon Club*, and regularly teaches for the *Mills College Public Policy Masters program*.

JANET CAMARENA :

Janet Camarena serves as the director of Transparency Initiatives for the Foundation Center, working to champion greater foundation transparency. A key part of her role is to provide leadership for *Glasspockets.org*, which she helped to found and build in 2010. *Glasspockets* provides a variety of tools and features designed to encourage philanthropic openness. It has been recognized by the *Webby Awards* and was also selected as one of the *Top 100 websites* by *PC Magazine*. Previously, she served as Director of the Foundation Center's regional office in San Francisco for 15 years. She led a team of six professionals in delivering extensive outreach and capacity building services throughout the Western United States, planning and overseeing training for social sector audiences, carrying out donor development and cultivation, and producing live and online programming such as the popular *Meet the Grantmakers and Philanthropy Chat* podcast series.

As a first-generation American, whose family hails from Mexico, Janet recognizes the importance of access for all to information and educational services and has also played an important role in Foundation Center's creation and delivery of culturally and linguistically competent resources on grantseeking. She was among 48 nonprofit leaders selected for the *American Express Nonprofit Leadership Academy*. She completed her undergraduate work at Mills College and received a Master's degree in Library and Information Science from San Jose State University. In addition to serving on the board of Community Initiatives, she also serves as a board member of the *Alameda County Library Foundation*.

MARY ANN J. FAKE :

Mary Ann has worked in a variety of organizations from asset management and investment firms to nonprofits. She has held senior finance, accounting, and audit positions at Barclays

Global Investors, Wells Fargo Bank, Bank of the West, and Bank of America as well as the Gordon & Betty Moore Foundation, and has served on the Board of New Resource Bank in San Francisco. She is currently the US Finance Director for Funding Circle, a small business peer to peer lending network, and is a member of the Board of Clean Water Action, a Washington D.C. based organization which works to win strong health and environmental protections by bringing issue expertise, solution-oriented thinking, and people power to the table.

Mary Ann is committed to integrity in financial reporting and has a particular interest in creating incentives to encourage sustainable business behavior through transparency and disclosure.

Mary Ann holds an inactive CPA license, with experience in public accounting at Arthur Andersen & Co. She graduated Magna Cum Laude from the University of Colorado with a degree in Accounting, and is an active member of the American Institute of CPA's.

DEE DEE MENDOZA :

*Dee Dee Mendoza is a veteran development professional, with more than 20 years of experience building support for nonprofits and higher education. She has pioneered the use of pre-exit philanthropy in higher ed, helping universities support early stage entrepreneurs and facilitating philanthropy from the startup sector. Blending entrepreneurship, philanthropy and education, these award-winning innovations have been featured in the *Chronicle of Philanthropy*, *EAB Research*, and more. Currently she directs West Coast Advancement for Dartmouth College; where she enjoys working with and learning from entrepreneurs, investors, and builders in refining her approach to development. Dee Dee is a graduate of Smith College, and lives in Oakland with her wife and two children.*

ABBAS MOLOO :

*Abbas Moloo is the Senior Field Vice President at Mutual of America Financial Group. Mutual of America specializes in providing employer-sponsored retirement plans. Abbas, who is also a Certified Retirement Plan Specialist (CRPS), has been in the financial services sector for almost 20 years. Outside of his work obligations he is passionate about humanitarian causes around the world. He is the founder of *Help Aid Africa*, a nonprofit dedicated to changing the lives of underprivileged in East Africa. Abbas graduated with a BA in Risk Management and Insurance from Temple University, Philadelphia.*

LOREN POGIR :

Loren has 20 years of experience in strategy, finance, and operations in healthcare, financial services and philanthropy and a life-long passion for transforming the experience of aging and end-of-life care.

While leading a \$40 million annual grantmaking portfolio and an investigation into how to transform end-of-life care at the Gordon and Betty Moore Foundation, Loren realized there is a gap between the capability of experts and innovators in the field who are developing evidence-based solutions and their ability to take these solutions to scale.

*To fill this gap, Loren founded *Transform Care* to help organizations and leaders in the field of aging, serious illness, advanced illness and end-of-life care build sustainable business*

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Stakeholders (continued)

models and implementation plans to transform the experience of aging and end-of-life care at scale.

Prior to founding Transforming Care Partners, Loren was the Managing Director at the Gordon and Betty Moore Foundation, a Chief Operating Officer at BlackRock, and Director of Strategy at BlackRock. Loren started her career at Ernst & Young in their Health Care Strategy Group and has consulted to non-profits in areas of aging including Experience Corp, Jewish Family Children's Services Older Adult Services, and Chaparral House Nursing Home. Loren has over a decade of volunteer experience in nursing homes and adult day care centers and is currently a Palliative Care volunteer at Jewish and Family Children's Services in San Francisco. As an expert in aging, serious illness and end-of-life care, Loren has been asked to speak at Stanford University MedEx and SXSU.

Loren is a CPA and has her BBA and MPA from the University of Texas at Austin. She lives in San Francisco with her family, and when not working, enjoys playing with her son and drinking tea under her maple tree.

BARBARA RHOMBERG :

Barbara Rhomberg is a partner in Kavanagh Rhomberg LLP, a law firm that represents nonprofit organizations and their charitable donors on the unique legal issues of the nonprofit sector. Her work includes forming nonprofit organizations and obtaining tax-exempt status, planned and charitable giving, limits on lobbying and campaign intervention for exempt organizations, grant compliance, endowments and donor-restricted funds, nonprofit mergers and dissolutions, unrelated business tax, and nonprofit corporate governance.

Barbara taught nonprofit organization law as an adjunct professor at the University of San Francisco School of Law, and also taught nonprofit law to students in USF's Master of Nonprofit Administration program. She is currently chair of the California Lawyers Association Nonprofit Organizations Committee.

Barbara received her J.D. with distinction from Stanford Law School, and a B.A. from the University of California, Berkeley.

MAYA TUSSING :

Maya is a Partner with Fairlight Advisors helping nonprofit leaders be financially resilient by providing first-class financial and investment solutions. Maya honed her experience in enterprise risk and investment management at corporations such as BlackRock, Barclays Global Investors, Visa, and GE. She takes great satisfaction in creating solutions for nonprofits and

individuals based on programs deployed at some of the most respected financial services companies in the world. Additionally, Maya has coached hundreds of men and women at all levels of corporate and non-profit organizations to achieve personal and professional success and satisfaction. She is a graduate of Pomona College and holds an MBA in international finance from the University of Washington.

PHILIPPE WALLACE :

Phillippe Wallace joined College Futures in 2010. He oversees the Foundation's \$500 million investment portfolio as well as finance, accounting, information technology, facilities, and non-grantmaking operations. He has served in the CFO and COO roles in philanthropy for almost 20 years. Earlier in his career he focused on investment management, technology investment banking, and private equity.

Phillippe has an M.B.A. in Strategy and Finance from the Haas School of Business at the University of California, Berkeley, where he was a Fellow in the Consortium for Graduate Studies in Management. He received his bachelor's degree from Harvard College and has a Chartered Financial Analyst designation from the CFA Institute. He is active in the sector, serving on the boards of the Foundation Financial Officers Group (FFOG), the member organization of financial and investment officers of large private foundations, and of Community Initiatives, a fiscal sponsor of projects for the benefit of communities in service to social change, and as a trustee of The Christensen Fund, a private foundation supporting and strengthening Indigenous Peoples' efforts to secure and exercise their rights to their land, territories, resources, and sovereign systems of governance. He has also served as director and treasurer for Hispanics in Philanthropy, and as a member of the Alumni Diversity Council at the Haas School of Business.

ROBERT L. WEINER :

Mr. Weiner is an independent consultant and is of counsel to Marts and Lundy. He is the co-host of TechSoup's Databases and Software online forum, a founding member of the Association of Advancement Services Professionals (AASP), and winner of the association's Jonathan Lindsey Lifetime Achievement Award. He is also a former board member for AASP and the former chair of AASP's committee on Best Practices/ Emerging Trends. Mr. Weiner is also a member of the Nonprofit Technology Enterprise Network's (NTEN's) membership committee.

Vision

A more vibrant, innovative, and effective nonprofit sector

Mission

To sponsor projects for the benefit of communities in service to social change

Values

EMPOWERMENT:

deepen the capabilities and knowledge of staff, volunteers, and advisory committee members

TRUST:

be reliable, honest and transparent

TEAMWORK:

use the wisdom, expertise and skills of teams to operate effectively

INTEGRITY:

operate ethically and within legal guidelines while managing risk

EMPATHY:

walk in the shoes of projects and staff as we deliver services and manage people

1. Services

Provide administration in the most time and expertise intensive areas of nonprofit management

Effective administration. ~ It's what we do best, and it's all we do. When you partner with Community Initiatives, it means you can focus on what you do best - program and service delivery. Don't worry about filing taxes. It's handled. Don't worry about payroll administration. We take care of that too. When you work with Community Initiatives, you'll spend far less time on administration and far more time delivering the programs and services that motivate you and make a difference in your communities.

Community Initiatives provides complete administration in the most time and expertise intensive areas of nonprofit management, from human resources, payroll administration, tax preparation and filing, financial management and more.

If you managed all of these services by yourself, the cost could swallow as much as 20-40% of your operating budget. With Community Initiatives, we handle it all, and 90% of your revenue remains with your staff and programs.

1.1. Benefits, Payroll & HR

Provide benefits, payroll, and human resources services

BENEFITS, PAYROLL, AND HUMAN RESOURCES ~ Does your organization have an up to date personnel handbook? Do you have established hiring systems? Do you have a plan for employee healthcare and other benefits? Semi-monthly payroll administration for employees and contractors? How about experts on-call to handle human resources challenges? If you are a sponsored project with Community Initiatives, the answer to all those questions is "yes."

1.1.1. Employment

Administer employment processes

EMPLOYMENT ADMINISTRATION

- New-hire processing: job-offer letters and employee visa authorizations
- Employee changes: salary adjustments, promotions, title changes, FLSA clarification, leaves of absence, etc.
- Separation processing: cause-of-termination review, final pay arrangements, exit interviews, layoffs, salary reductions, etc.
- Full payroll services: check processing, W-9s, 1099s
- Maintenance of I-9 information

1.1.2. Benefits

Administer employee benefits

BENEFITS ADMINISTRATION

- Employee health and welfare plans
- Retirement plan administration through our 401(k)
- Flexible spending account administration
- COBRA administration

1.1.3. Risk

Assist with the management of risk and regulatory compliance

RISK MANAGEMENT & COMPLIANCE

- Maintenance of employee personnel records and documentation
- Regulatory compliance (ERISA, FLSA, EEO, and other federal and state regulations)
- HR risk management for worker's compensation and unemployment insurance
- Compliance-related training for project directors and managers (EEO, sexual harassment, etc.)
- Independent contractor templates and compliance

1.1.4. Policies & Relationships

Provide services in support of human resources policies and employee relations

HR POLICIES AND EMPLOYEE RELATIONS

- Performance management coaching
- Comprehensive Employee Handbook
- Employee relations consultation
- Conflict resolution
- Grievance handling and administration
- Mediation

1.2. Finances

Make sure financial records are well managed

FINANCIAL MANAGEMENT ~ All nonprofit administrators should understand the fundamentals of responsible financial management. Sound stewardship of an organization's money is at the core of effective program delivery. But it doesn't have to be your focus, and you don't have to be a finance expert. You just have to have the right people collaborating on your fiscal well-being. At Community Initiatives, we make sure your books are well managed with the following services:

- Accounts payable
- Cash receipts
- Monthly financial statements
- Financial reporting and analysis
- Budget and cash flow management
- Annual independent audit and compliance reporting
- Financial consulting

1.3. Taxes

Ensure compliance with nonprofit tax regulations

TAX PREPARATION AND COMPLIANCE ~ What is one of the best things about partnering with Community Initiatives? The only time you will interact with the IRS is when you review and approve the filings our staff prepares for you. Because Community Initiatives extends its 501(c)(3) status with our projects, we ensure you comply with all nonprofit tax regulations with the following services:

- Federal, state, and local tax and informational filings
- Receipt of tax-deductible donations and grants
- Acknowledgment of donations larger than \$250, as required by the IRS
- Payroll tax remittance and filings
- State and local business licenses

1.4. Grants

Help manage your grants

GRANT SUPPORT ~ Our team will make your organization look good to current and potential funders. The Community Initiatives team helps you manage your grants with the following services:

- Thought partnership in application development
- Review of draft proposals
- Financial tracking of grant funds
- Grant-compliance monitoring
- Grant-report monitoring and support

1.5. Insurance

Provide affordable risk management and insurance

RISK MANAGEMENT AND INSURANCE ~ From disastrous facility fires to volunteer injuries, no project is immune to risk. As a part of our community, you will be protected by comprehensive insurance. Even if you know the scope of the coverages you need, your organization might not have the financial means to access it. By pooling the risk among projects, we can provide affordable comprehensive coverage.

Community Initiatives offers the following protection to all of its fiscally sponsored projects:

- Worker's compensation
- General liability
- Umbrella liability
- Commercial property
- Non-owned and hired automobile
- Accident
- Employment practices liability
- Crime/employee theft liability

1.6. Legal Counsel

Provide access to legal experts

LEGAL COUNSEL ~ With Community Initiatives, you have a lawyer on-call, ready with answers. We partner with six different law firms, giving project access to a deep bench of legal experts on a wide range of nonprofit legal matters.

Community Initiatives offers access to legal experts in the following areas:

- Trademark
- Intellectual property
- Discrimination claims
- Real estate
- Employment & Discrimination
- H-1 B visa extensions
- Unrelated business income tax
- Partnership agreements

Occasionally, a project will require highly specialized or intensive legal support. In those cases, Community Initiatives will pair projects with our vetted legal expert at a discounted rate.

1.7. Coaching

Support nonprofit projects with coaching services

COACHING ~ When running a nonprofit, it is hard to be an expert in everything. Community Initiatives' projects can rely on a deep bench of nonprofit specialists on staff along with our Consulting Experts. Through years of supporting hundreds of nonprofit projects, we have seen it all. From marketing and communications, strategic consulting, fundraising, board and volunteer engagement, and more, our team is here to talk it through with you.

1.8. Donations

Manage donation and crowdfunding processes

DONATION MANAGEMENT AND CROWDFUNDING ~ When donations come in, Community Initiatives ensures that every contribution of \$250 and above receives a tax-compliant donor acknowledgement letter. This does not replace projects' personalized thank you notes, but it ensures your donors are able to write off their gift.

Crowdfunding is rapidly growing as a prominent tool for nonprofit fundraising. We recognize that it is hard for our projects to find the time to identify the best online fundraising platforms for their needs at a price they can afford. Community Initiatives partners with FundRazr - a cutting edge online fundraising platform. Through this collaborative agreement, Community Initiatives projects have free access to a customizable donation platform with the following features:

- Crowdfunding
- Low processing fee
- Donor research
- Donation reports
- White labeled donation site (for a nominal fee)

Through our partnership with WeDidIt you get your funding quickly--so you can get back to work!

Stakeholder(s):

FundRazr

WeDidIt

2. Projects

Work with projects

Stakeholder(s)

3rd Avenue Habitat, Beach & Water Access Restoration Project :

3rd Avenue Habitat, Beach & Water Access Restoration Project's mission to restore habitat, beach and "safe" kiteboarding water access in a manner that serves the local community, utilizing practical methods that are resilient to sea level rise and which incorporate both natural systems and traditional engineering approaches.

Academic Resilience Consortium :

The Academic Resilience Consortium (ARC) emerged from a shared sense that today's students encounter unprecedented challenges in their lives and work that require them to exercise capacities for resilience, and that institutions of higher education have an important role to play in helping young people develop these capacities. Participating institutions determine independently how to address issues of resilience on their own campuses, given their unique resources, interests, and student populations.

Active Voice Lab :

Active Voice Lab is a nonprofit network of seasoned strategists that helps funders, advocates, media makers, and other leaders use story to advance social change. Social change becomes possible when policy experts, philanthropists, researchers, organizers, social entrepreneurs, and "creatives" work together.

Adachi Project :

The Adachi Project is created through a visionary collaboration between the San Francisco Public Defender, Compound and the award-winning cultural creative studio Even/Odd. Their goal is to produce compelling media that not only changes how people perceive justice in society, but also how stories of justice are discovered, told and experienced in culture.

Alameda County Community Wealth Building Initiative :

The purpose / mission of the Alameda County Community Wealth Building Initiative is to re-imagine economic realities in the county's low-income communities of color through community wealth-building strategies that powerfully leverage people, capital, and ideas.

Attendance Works :

The mission of Attendance Works is to advance student success by reducing chronic absence. They do this by building public awareness and political will about the need to address chronic absence, fostering state campaigns and partnerships, and encouraging local practice by providing technical assistance and tools to help communities.

BANDTEC :

BAY AREA NETWORK FOR DIVERSITY TRAINING IN EARLY CHILDHOOD ~ BANDTEC's mission is to promote the creation of an equitable society for children and their families by providing a continuum of professional develop-

ment and leadership in diversity issues among early education and care providers.

Bay Area Community Health Advisory Council :

The Bay Area Community Health Advisory Council (BACHAC) is dedicated to eliminating health disparities across generations and diverse communities through education and services.

Bay Area PPE Fund :

The Bay Area PPE Fund is a set of charitable programs responding to COVID-19 by manufacturing face shields and other PPE to be donated to all those in need, such as government and nonprofit organizations, first responders, hospitals, and others who are on the front lines.

Big Cat Sanctuary Alliance :

Big Cat Sanctuary Alliance works to eliminate private ownership and the commercial exploitation of wild cats in the United States. Their goal is achieving the day when sanctuaries are no longer needed because the ownership and commercial exploitation of wild cats have been eliminated.

Black Funders Network :

Black Funders Network (BFN) provides a space for Black professionals in philanthropy to be in community and connected with one another in order to maximize philanthropic investments in Black communities. BFN fosters an aligned support network of Bay Area Black professionals in philanthropy to insure the voice of our community is represented at all levels in a representative and sustained manner in the philanthropic sector.

Breaking Barriers :

Breaking Barriers is a collaborative of experts from across systems that have come together to advance the social, emotional, and behavioral wellbeing of California's children and youth through a range of efforts to improve access to services, facilitate innovation, and align the state's resources around the needs of children.

Breakthrough Sacramento :

Breakthrough Sacramento's mission is to motivate and enable middle school and high school students to pursue access to a college education through a year-round, tuition-free, college preparatory program for academically-motivated, ethnically diverse students from under-resourced schools in the Sacramento area.

Business Council on Climate Change :

The Business Council on Climate Change (BC3) is a partnership of San Francisco Bay Area businesses collectively committed to reducing their contribution to global climate change through the BC3's "Principles on Climate Leadership." BC3 members collaborate to identify valuable tools and establish best practices.

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Stakeholders (continued)

California Community Schools Learning

Exchange :

California Community Schools Learning Exchange works directly with districts and their community partners to develop and implement community school strategies and improvement practices.

California Foodshed Funders :

California Foodshed Funders is a peer-to-peer staff development organization of funders that are dedicated to accelerating the shift toward regenerative organic farming practices and sustainably-minded and just food systems.

California Policy Center for Intellectual and Developmental Disabilities :

California Policy Center for Intellectual and Developmental Disabilities' mission is to establish a strategic, multidisciplinary, expert entity that will provide evidence-based research and best practices to recommend policies and procedures to greatly improve services for California's 330,000 people with intellectual and developmental disabilities receiving state services.

California Policy Collaborative :

The California Policy Collaborative's (CPC) mission is to build the policy knowledge, expertise of and connections between policy staff through accurate and relevant content coupled with engaging, enriching, and fun experiences, all for the ultimate benefit of California's children and communities.

Castro Country Club :

The Castro Country Club is a clean & sober gathering place for all people and a home for the queer recovery community. They endeavor to be a space where all can seek wisdom, serenity, courage and joy.

Center for Ethical Leadership in Media :

Formerly The Press Forward, the Center for Ethical Leadership in Media provides research, education, ideas and leadership for a safe, fair and sustainable news media.

Center for Reaching & Teaching the Whole Child :

CRTWC's mission is to enhance the capacity of schools to meet the needs of children and their educators by integrating social, emotional, and cultural competencies into teacher preparation and on-going professional development.

Center for Scientific Collaboration and Community Engagement :

Center for Scientific Collaboration and Community Engagement (CSCCE) is a research and training center to support and study the emerging field of scientific community engagement.

CEDIB :

CENTRO DE DOCUMENTACIÓN E INFORMACIÓN BOLIVIA ~ CEDIB's main objective is that information contributes to increase citizenship and, thus, strengthening democracy, peace culture and sustainable development on a long term. They consider information to be a Human Right and work to make it available to everyone.

Chinatown Renaissance 2021 :

The Chinatown Renaissance 2021 (CR21) will work to identify, seek new private funding for, and subsequently fund projects in San Francisco Chinatown to help rebuild the economic and social fabric of a neighborhood that has been severely impacted by the misfortune of the covid pandemic and anti-Chinese hate.

ComSciCon :

ComSciCon is a workshop series organized by graduate students, for graduate students, focused on science communication skills. Their goal is to empower future leaders in technical communication to share the results from research in their field to broad and diverse audiences, not just practitioners in their fields.

Construction Industry Workshop Initiative :

CIWI is a partnership of private sector construction and real estate development companies committed to expanding opportunities and enhancing the diversity of the construction industry workforce.

Early Childhood Funders :

Early Childhood Funders is an association of Bay Area foundations, public funders and private donors, seeking to enhance grantmaking effectiveness by providing an opportunity to share information, engage in dialogue, and participate in activities to improve the lives of children and their families.

East Bay Getting to Zero :

East Bay Getting to Zero's mission is to advance health equity and promote healing for all people impacted by HIV. Their vision is an East Bay with zero HIV stigma, health disparities or new HIV transmissions.

El/La Para TransLatinas :

El/La Para TransLatinas fights for the rights of translatinas. It works to build a world where translatinas feel they deserve to protect, love and develop themselves. By building this base, they support each other in protecting themselves against violence, abuse and illness.

Emergency Prep Help :

Emergency Prep Help prepares seniors for natural disasters and other emergencies.

Entrepreneurship Funders Network :

The Entrepreneurship Funders Network is an inclusive peer network of funders committed to learning and working together. Their missions is to galvanize philanthropic funders to inspire entrepreneurship, support entrepreneurs, and strengthen entrepreneurial ecosystems. By informing, connecting, and catalyzing action, Entrepreneurship Funders Network increases its members' knowledge, networks, and efficacy; bolsters entrepreneurship; and contributes to shared prosperity.

Exygy :

Exygy is a digital agency with expertise in design and technology, working exclusively with impact-focused organizations.

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Stakeholders (continued)

Frontline Workers Counseling Project :

The Frontline Workers Counseling Project (FWCP) is an initiative that helps connect frontline workers with free, confidential psychotherapy and counseling. Over 450 licensed and insured professional psychotherapists in the Bay Area have volunteered to offer free services through the FWCP, representing a wide range of personal and professional backgrounds, including psychologists, licensed clinical social workers, psychiatrists, and marriage and family therapists.

Gameheads :

Gameheads is a tech training program that uses video game design, development and DevOps to create diverse talent and bold new voices, train youth for the tech ecosystem, and prepare them for college, career and civic life.

Global Network of Black People Working in HIV :

GNBPH's mission is to support black people worldwide working in the field of HIV to build an effective global response to HIV and AIDS. GNBPH is dedicated to strengthening the global response to HIV through provision of culturally competent peer-based support, education and training services.

Global Philanthropy Project :

Global Philanthropy Project (GPP) is a collaboration of funders and philanthropic advisors working to expand global philanthropic support to advance the human rights of lesbian, gay, bisexual, transgender, and intersex (LGBTI) people in the Global South and East.

Growth Circles :

Many of the students at Bayside/MLK School in Marin City, CA have never seen snow or traveled outside of California, and most of them live in subsidized housing and receive free school lunches. These middle schoolers are headed to Tamalpais High School and will soon be in a high school environment with kids who have been afforded many more life-enriching experiences. Growth Circles was formed at the school to inspire MLK/Bayside's 6th-8th graders to think bigger and achieve more.

Harmony Project Bay Area :

The Harmony Project Bay Area's primary goals are to improve students' overall skills for academic and life success, and give them the experience of belonging to a meaningful community. These efforts greatly enhance the limited music education available at public schools where the project operates.

Harps of Comfort :

Harps of Comfort provides remote harp and vocal music for isolated patients with COVID-19, their loved ones and front-line caregivers. Their highly trained palliative musicians offer individually tailored, live music sessions along with compassionate, loving presence.

HERicanes :

HERicanes is dedicated to empowering girls and young women, specifically in athletics and team sports, by running workshops, mentorship programs, and speaking events.

Immigrants Rising :

IMMIGRANTS RISING (FKA EDUCATORS FOR FAIR CONSIDERATION) ~ Immigrants Rising transforms individuals and fuels broader changes. With resources and support, undocumented young people are able to get an education, pursue careers, and build a brighter future for themselves and their community.

Innovation Center for Community and Youth Development :

The mission of the Innovation Center for Community and Youth Development is to unleash the potential of youth, adults, organizations, and communities to engage together in creating a just and equitable society. The Center equips community-based organizations with the skills, tools, and values to engage young people as equal partners in social change and networks them with peers, funders, and academics.

Jewish Multiracial Network :

The Jewish Multiracial Network (JMN) was founded in 1997 by a group of parents who wanted to provide a community and supportive network for multiracial Jewish families. JMN's initial programming efforts sought to provide Jewish children of color and their families a space where their dual identities would not be challenged — through the organization of social gatherings along the East Coast and the development of an annual retreat, which continues to this day.

Jewish Youth for Community Action :

Jewish Youth for Community Action engages Jewish youth in movements for social justice by creating a joyous, multiracial community where young people develop innovative leadership and organizing skills, facilitate socio-political learning, and run action campaigns.

Just Solutions Collective :

Just Solutions Collective brings together a diverse set of organizations, from frontline leaders to intermediary organizations to national environmental groups, who are invested in working to identify, share, and promote solutions that will advance the transition to a 100% clean, regenerative energy future that is equitable and just. Formerly The 100% Network.

Latino Outdoors :

Latino Outdoors brings cultura into the outdoor narrative and connects Latino families and youth with nature and outdoor experiences. By doing so, Latino Outdoors inspires Latino leadership and empowers communities to explore and share their stories in defining the Latino Outdoors identity.

Make Community :

Make Community's purpose is to encourage hands-on learning for youth and adults, to provide job skills particularly for those not attending traditional four-year colleges, and to develop an innovation mindset across program participants.

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Stakeholders (continued)

Masks4All :

Masks4All educates the public, the media and state health care officials on the importance of cloth facial coverings in stopping the spread of COVID-19

Mass STEM Hub Industry Partner Program :

Mass STEM Hub Industry Partner Program works to support premier STEM programs that engage students and prepare them for college and ultimately 21st century careers. This program recruits industry partners to sponsor events, volunteer at participating schools, and provide other learning opportunities for students and teachers to authentically engage with professionals working in the STEM disciplines.

Media-Data Research Consortium :

The Media-Data Research Consortium creates collaborative opportunities for conducting noncommercial public interest research on diverse media to enhance information integrity and address the scourge of disinformation

MENTOR California :

MENTOR California is an affiliate of The National Mentoring Partnership, which is a unifying champion for expanding quality mentoring for America's young people. MENTOR's goal is to help young people by generating and driving the investment of time and money into high impact mentoring programs and promoting quality mentoring through the development and delivery of mentoring program standards, cutting-edge research and state-of-the-art tools. MENTOR accomplishes this work in partnership with affiliates that are non-partisan, public-private organizations that galvanize local, statewide or regional mentoring movements, and provide the leadership and infrastructure to drive the quantity and quality of mentoring experiences for young people.

Milton Marks Neuro-Oncology Family Camp :

The Milton Marks Neuro-Oncology Family Camp represents an unprecedented effort to address the needs of brain tumor patients and their families that reach beyond medical therapy. The three day camp provides respite, joy and community to families coping with a parent's brain tumor.

Mission Science Workshop :

Mission Science Workshop is committed to enriching the educational experience of low-income and historically underserved youth. Through science, students can acquire a more intimate understanding of the world around them.

North American Primate Sanctuary Alliance :

North American Primate Sanctuary Alliance (NAPSA) is a continent-wide consortium of sanctuaries that advocate on behalf of captive primates and provide lifelong homes to primates who have been retired from biomedical research, the entertainment industry, and private ownership.

North Street Collective :

The North Street Collective, located in the Mendocino County town of Willits, gives artists and creative thinkers of every age the time, space, and support to do their work and contribute in meaningful ways to the local community.

Northern Sierra Partnership :

Northern Sierra Partnership is a collaborative of five organizations to conserve, restore and expand public access to the natural landscapes of the northern Sierra Nevada. Working to raise private funding for conservation in the region, the group is working towards their goals and going strong.

Nursing Education Heritage Projects :

The Nursing Education Heritage Projects supports the education of nurses and the advancement of the profession through scholarships and educational activities.

One Day At a Time :

One Day At a Time (ODAT)'s goal is to provide youth with a supportive network of peers, opportunities for academic and personal growth and exposure to positive transformative experiences. By enhancing education and leadership skills, providing guidance and developing trusting relationships, they empower our youth with the confidence and life skills to make better choices and lead positive lives.

Oregon Just Transition Alliance :

The Oregon Just Transition Alliance (OJTA) is a movement of communities facing environmental racism, climate change, and economic exploitation – the frontlines of injustice and the frontlines of change. They bring together organizations committed to base-building in frontline communities. They gather to create ownership over their collective future and move Oregon toward an economy that is rooted in their shared values.

Outward Impact :

Outward Impact's (OI) mission is to reduce barriers and enhance access to vital community programs and essential services. OI leverages an extensive network of community-based organization and funding partnerships to prioritize and enable the dissemination of vital program information through its community outreach services.

Palomacy Pigeon & Dove Adoptions :

Palomacy Pigeon & Dove Adoptions saves the lives of domestic (unreleasable) birds that are lost, injured, displaced and abandoned. They provide rescue, foster care, avian vet treatment and adoption services in Northern California as well as 24/7/365 care coaching, referrals and education nationwide through their online Help Group and website resources. They have saved the lives of more than 1000 birds since they began in 2007 and helped countless others.

People Power :

People Power is a nonprofit social enterprise with a mission to create a new equity-centered model for identifying and developing talent to power the movement for social justice. We provide two much-needed services: talent search services for mission-driven organizations and career advising services for emerging leaders. Seeking to bring transparency and joy to the way we connect talented people to meaningful employment, our vision is grounded in the collective wisdom of our broad and diverse intergenerational network. Currently piloting in the San Francisco Bay Area, we welcome partnerships across the United States.

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Stakeholders (continued)

Formerly Butler Koshland Fellowships

Predistribution Initiative :

Predistribution Initiative co-creates improved investment structures and practices that share more wealth and governance control with workers and communities, have stronger investment team incentives for ESG integration, and that ultimately address systemic risks, including inequality and climate change.

Pre-Health Dreamers :

Pre-Health Dreamers (PHD) is a rapidly growing network and community of over 800 health career bound undocumented students across 42 different states, representing various career interests. PHD investigates and shares information on career pathways for pre-health undocumented students as well as advocates for more progressive institutional and governmental policies for undocumented students.

Project Homeless Connect :

The mission of Project Homeless Connect is to connect San Franciscans experiencing homelessness with the care they need to move forward.

Public Engagement for Public Schools :

Public Engagement for Public Schools (PEPS) believes that public education is foundational to democracy and that broad based public support is essential to a healthy public school system. PEPS provides opportunities for San Franciscans to support public schools with our hearts, minds, money and votes.

pyOpenSci :

pyOpenSci is building an inclusive scientific community that values open, well documented, tested, usable and citable open source software and open science best practices. This community will have increased capacity to contribute to and support open source software through community support and resources, education and training, and mentorship.

Radical Monarchs :

The Radical Monarchs create opportunities for young girls of color to form fierce sisterhood, celebrate their identities and contribute radically to their communities.

Rap Sessions Hip-Hop Convention Archive :

In 2004, the founding director of Rap Sessions, Bakari Kitwana, co-founded the National Hip-Hop Political Convention and commissioned a video production team to recorded the 3 days long event. The mission of this project is to create a digital video archive collection of the 2004 National Hip-Hop Political Convention to add to the existing Rap Sessions Hip-Hop Archiving Project, which began online in 2005 and was recently expanded in 2019-2020 to a digital video archive at the Harvard University Library.

RAPID Climate Action Network :

The RAPID Climate Action Network arose from the RAPID Forum held in January 2020 and the need for a lasting entity to support, connect, and work with all the various climate activities occurring across multiple sectors.

Regeneración :

REGENERACIÓN – PÁJARO VALLEY CLIMATE ACTION ~ Regeneración was founded on the principle that climate change is a social justice issue with local impacts and must be engaged with on a local level in order to build resilient communities.

Renaissance Journalism & Storytelling Center :

The technology revolution offers unparalleled opportunities for journalists to transform media into powerful tools that advance equity, give voice to the voiceless, illuminate injustice, and move people to action. Renaissance Journalism experiments with bold, fresh approaches to news and storytelling and pushes journalists to produce work that makes a difference.

RENEW Center :

RENEW Center is a nonprofit that helps individuals in groups rekindle motivation, restore energy, and move ahead. RENEW provides opportunities for people to work together to analyze circumstances and develop approaches and solutions so they can work and live with more focus, resilience, and even joy.

Salinas Community Science Workshop :

Salinas Community Science Workshop offers a community space filled with the tools and materials of science that serves as a science education resource available to students, teachers, families, and citizens interested in learning and discovery through interaction and contact with the physical and natural world.

San Francisco Dyke March :

The mission of the San Francisco Dyke March is to bring the dyke community together to celebrate unity, raise consciousness and be visible. Strengthening an international perspective in the community, the rally and march advocates justice for all dykes around the world.

San Francisco Hep B Free - Bay Area :

The San Francisco Hep B Free - Bay Area campaign is a collaboration of over thirty diverse public and private interests working together to eliminate the transmission of hepatitis B, with a special emphasis on the Asian and Pacific Islander populations who bear a disproportionate rate of chronic hepatitis B infection.

San Francisco Human Services Network :

The San Francisco Human Services Network (HSN) is an association about 80 community-based nonprofit agencies united into a public-policy organization dedicated to addressing issues critical to the health and human services sector of San Francisco.

Saving Democracy :

Saving Democracy's (SD) organizers intend to strengthen Americans' understanding of and preference for liberal democracy as their chosen form of government. SD is driven to action by the steady rise of illiberalism in American society, mirrored in the country's culture and politics, that endangers the founding traditions enumerated in the Constitution. These behaviors include handing power to illiberal leaders, displacing jurisprudence and civility, and govern-

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Stakeholders (continued)

ing by decree rather than consensus. SD will define the present threats and shape change.

SF Expanded Learning Collaborative :

SF's Expanded Learning Collaborative aims to improve education by improving the quality of out of school time programs across San Francisco by increasing the awareness and use of common tools, encouraging peer learning, and creating coherence in approaches to quality programming.

South Kern Sol :

South Kern Sol (SKS) is a youth-led journalism organization located in Bakersfield, California. SKS is engendering a new generation of youth leaders and communicators engaged with the issues closest to them and their communities. SKS's storytellers are making health happen in underserved communities in Kern by engaging in conversations with decision makers and questioning systems and policies that are oppressing communities of color.

STRONGHOLD Collective :

STRONGHOLD Collective works at the intersection of racial and restorative justice to support and co-create accountable communities of belonging. STRONGHOLD embodies a trauma-healing, restorative and transformative justice framework to address, account for, and transform the harms of white supremacy and racism.

Teachers 4 Social Justice :

Teachers 4 Social Justice is a grassroots non-profit teacher support and development organization. T4SJ educates and organizes teachers and community-based educators, and implements programs and projects aimed at developing empowering learning environments.

Technology for Social Impact :

Technology for Social Impact uses technology and software development to optimize effectiveness in designing and executing student success strategies.

The Black Genius Foundation :

The Black Genius Foundation (TBGF) celebrates and invests in the intellectual and creative genius of Black artists, arts professionals and arts organizations that have committed themselves to creating and supporting work dedicated to and rooted in the African Diaspora. Through grants and awards, public programs and digital initiatives, TBGF elevates the past-present-future continuum of how the African Diaspora continues to define genius.

The Carpentries :

The Carpentries is building community teaching core computational and data skills for efficient, shareable and reproducible research. They accomplish this by running accessible, inclusive training workshops; teaching openly available, high-quality, domain-tailored lessons; and fostering an active, inclusive, diverse instructor community that promotes and models reproducible research as a community norm.

The Chisholm Legacy Project :

The mission of the Chisholm Legacy Project is rooted in a just transition framework, serving as a vehicle to connect

Black communities on the frontlines of climate justice with resources to traverse the path from vision to strategy to action plan to implementation to transformation. In support of frontline leadership, the project seeks to link movements and mainstream entities with the tools necessary to advance systems change centered in equity and justice. With Black women on the frontlines of advancing systems change, this project ensures that these leaders have the supports they need as they transform society from extractivism to a living economy that cares for sacred relationships between people and with Mother Earth, through regenerative, cooperative, democratic systems.

The Council for Global Equality :

The Council for Global Equality brings together international human rights activists, foreign policy experts, LGBT leaders, philanthropists and corporate officials to encourage a clearer and stronger American voice on human rights concerns impacting LGBT communities around the world.

The FruitGuys Community Fund :

The FruitGuys Community Fund provides grants to small farms and agricultural nonprofits for sustainability projects that have large, positive impacts on the environment, local food systems, and farm diversity. The Fund's mission is to support small farms in their efforts for greater environmental and economic health, community engagement, and advocacy that supports sustainable agriculture.

The Fund for People in Parks :

The Fund for People in Parks provides private funding and resources to complete inspirational projects that directly benefit visitors in western National Parks. The Fund continues the long-standing tradition of private philanthropy for National Parks and concern for the visitor that was at the heart of the founding and growth of the National Park system.

The Healing WELL :

The Healing WELL: Wellness, Empowerment, Liberation and Love promotes healing and recovery for homeless and marginally-housed adults through the offering of holistic healing classes, focusing on stress reduction, healthy eating and fitness, personal development and social support. Weekly volunteer-led classes include sessions like yoga, meditation, poetry, and substance abuse support groups.

The Invitation :

The Invitation directly invests in and unlocks the creative talents, assets and resources of marginalized communities seeking to break free from oppressive systems that divide, disrupt and undermine their families, neighbors, and foundational neighborhood allies, assets and resources.

The Nexel Collaborative :

The mission of The Nexel Collaborative is to transform higher education by forming a collaborative of colleges and universities offering innovative programming for adults in midlife focused on renewing purpose, building new inter-generational communities, and attending to their health and wellness. The Collaborative is a resource to schools looking for ideas, curriculum models, financial and administrative

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Stakeholders (continued)

advice, a supportive environment for sharing best practices and challenges faced, and eventually, a data repository for research investigating issues of longevity and the effect of intergenerational learning environments on students, faculty, institutions and society.

Vision Zero Network :

The Vision Zero Network is a collaborative campaign committed to helping communities reach their goal of Vision Zero — eliminating all traffic fatalities and severe injuries — in order to ensure safe, healthy, equitable mobility for all.

Visitacion Valley Connections :

Visitacion Valley Connections is the catalyst to build connections between businesses, residents and service-providers that brings resources to support positive growth for the entire Visitacion Valley Community.

Widespread Care :

Widespread Care creates new relations between people, with each other, and within living systems. Through their work, they build technology that helps people form, run, protect, and finance care work cooperatives.

Working Scholars Fund :

The Working Scholars Fund addresses a critical need in today's world as the earnings gap between college graduates and those with less education continues to widen. Their mission is to provide a low-cost and highly efficient college pathway for adult learners to boost economic and workforce development in local communities. The program aims to reach underserved populations including females and persons of color.

Community Initiatives works with projects with diverse funding streams including foundation grants, events, corporate sponsorships, government grants, email solicitations, and even raffles... Our collective impact is incredibly broad, though each project is unique in its goals.

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