



GLIDE FORWARD

Deepening Impact
Changing Lives for Good



Dear Friends,

Our work has never been more urgent. The challenges of poverty, homelessness, food insecurity, physical and mental health conditions and drug use disorders are devastating the Bay Area's most vulnerable communities. Increasingly this includes women and families of color. GLIDE is stepping up in new ways to meet these challenges.

GLIDE Forward is the five-year vision and roadmap for GLIDE's evolution. We are building on our 50-year legacy to create a new generation of services that will extend our reach, deepen our impact and effect systemic change to meet the growing need in San Francisco and beyond.

We continue to serve our clients with love and compassion, while providing new, outcome-based solutions that empower people to make sustainable changes in their lives and move from crisis to stability and resiliency. We continue to meet the basic needs of thousands of people every day, while now doing more to not only get people off the streets but help them stay off the streets. This includes expansion of our work with women and families.

At the same time, we are elevating the voices of our community to address injustice, participate in political processes and shape policy. And we are growing our spiritual community, continuing our tradition of unconditional love and radical inclusion.

We are charting a bold path forward that will make a profound and lasting difference in our city and in thousands of lives across our diverse community.

Let's move GLIDE Forward.

In Love and Justice,

Karen Hanrahan, President & CEO



KAREN AND WOMEN'S CENTER PARTICIPANTS

GLIDE Forward Areas of Evolution

A new generation of services going beyond meeting basic needs to create lasting change.

New locations and increased outreach that extend GLIDE's reach.

More women and families of color getting the support they need to make sustainable changes in their lives.

Evidence-based practices driving results that make our programs even more effective.

Bold systems change through shaping policies that directly impact the lives of those we serve.

An integrated, radically inclusive spiritual community that is a global safe haven for everyone.

GLIDE FORWARD: OUR NEXT GENERATION OF SERVICES

Proven outcome-based approaches designed to help people navigate their journey from crisis to stability and resilience.



From Crisis to Stability and Resilience

Integrated Services, Sustained Support

We have learned through decades of working on the front lines of poverty that meeting people's basic needs is a necessary foundation for any further progress. We have also learned it's not enough. This is why GLIDE Forward's new program model is designed to go beyond crisis to have a deeper impact, changing the lives of those we serve for good.

Our next generation of services consistently helps more people stabilize their lives. Built on eight key life domains that are essential to stability (see illustration), we will provide tailored, integrated services that help participants move across a developmental continuum from crisis to stability to long-term positive change.

The effects of poverty and trauma create special challenges to our clients' ability to engage in and benefit from services alone. We understand how these factors affect behavior, and we apply brain science and evidence-based approaches to help mitigate the challenges to cognition, decision-making and self-regulation that poverty creates. Rather than simply directing participants to services they need, GLIDE's coach navigators provide informed, hands-on supports to help our clients feel empowered to make their own decisions and to set and achieve their goals.

Each day, **over 2,400** people walk through GLIDE's doors seeking help and community.

GLIDE hires 40% of our workforce directly from the communities we serve and invests in their development.



Women and Families of Color Face Growing Challenges

Women and children account for the largest percentage of the nation's poor with a growing trend of women and families of color falling into poverty, including in the Bay Area.

To address this growing crisis, GLIDE Forward is building on our work with children and families to create a new generation of programs that focus specifically on their unique needs.

GLIDE Forward's increased investment in education, employment, family management and financial literacy will help women and families of color on a path towards increased economic independence to make the greatest strides towards breaking cycles of poverty.

In 2018-19, GLIDE's Family, Youth and Childcare Center provided early childhood education and family support services to **496** children across **236** families.



A Focus on Impact and Results Building a Learning Organization

Central to GLIDE Forward is our commitment to results, outcomes and impact. We are incorporating proven, evidence-based approaches into our program design and collecting valuable data. We are rigorously evaluating the progress of those we serve to better understand what services and supports lead to sustained change.

Key to GLIDE's development as a learning organization will be continuous improvement of our human, data and technology systems to effectively track and learn from our successes and challenges – so we can share what we learn with our peers working with the most vulnerable communities across the nation and beyond.

Innovation on the Front Lines

San Francisco is the technology capital of the world, but our city has fallen behind in social innovation. GLIDE's position working on the frontlines of poverty affords us the opportunity to continuously re-invent solutions to entrenched social challenges. We are building on this tradition of continuous innovation by leveraging evidence-based best practices across all of our program areas. We are trying new approaches to achieve better outcomes and learn from both success and failure.

Launched a decade ago, GLIDE's HIV/Hep C and Harm Reduction Services team has grown from a one-person pilot to a 16-person team of globally sought-after experts. In the past three years, the team has increased its street outreach hours by over 5,000% to better serve the most vulnerable populations. In the same period, the program's health navigation appointments for HIV and Hep C increased exponentially by **517%** and **3,450%** respectively.

#GLIDEunconditionally

A Center for Social Justice Driving Bold Systemic Change

Informed by what we learn through our daily work on the streets and by a growing body of evidence on social policies, GLIDE's Center for Social Justice (CSJ) drives systems change by shaping policies that have the greatest impact on the lives of those we serve. We are shaping policy and advancing equity with thought leadership, advocacy and by mobilizing thousands of our clients, volunteers, congregants, allies and partners.

CSJ also empowers a new generation of social justice leaders to drive bold systemic change. We use training, experiential learning, advocacy and volunteer experiences to increase awareness and leverage our diverse – and rapidly growing – community to take action that drives equity and social change.

We are also investing heavily in closing the empathy gap that divides our city between the haves and the have-nots. Working with our many social investors, corporate partners, donors and volunteers, CSJ has developed curated learning experiences that increase empathy and create opportunities for engagement across socioeconomic, religious and racial lines.

GLIDE recruits **over 16,000** volunteers per year to support its programming, contributing a total of **110,000** annual hours of service to the community.



Impacting Systemic Change, One Person at a Time

Over 100 district attorneys and police officers have completed GLIDE's "An Officer and a Mensch" training, which instills greater understanding between law enforcement and the people of historically oppressed communities.

The Power of Community

A Radically Inclusive Church

GLIDE Church is a spiritual center of healing, faith, justice and community for everyone. No matter who you are, where you come from or what you've been through, you're welcome at GLIDE Church.

Our church community is motivated by justice for all people. Each week, we gather for our legendary Sunday Celebrations, which are joyful, moving and music-filled services – a gateway for anyone and everyone seeking a community environment for expression, respite from daily struggles and hope. GLIDE Church offers everyone opportunities for social connection and acknowledgment of personal, social and spiritual transformation.

Every week, **over 1,000** people experience GLIDE's legendary Sunday Celebrations, connecting our spiritual community across the globe.





CHILDREN ENROLLED AT THE JANICE MIRIKITANI FAMILY, YOUTH AND CHILDCARE CENTER

GLIDE's current impact is great. Our potential is even greater.

We are building on our strengths to go a step further in empowering people and families to become more stable and resilient. By combining our vibrant community, unique legacy and unparalleled reach with a more outcome-based approach to services, we will create lasting change in the lives of those we serve.

With your support, we can move GLIDE Forward.

GLIDE 330 Ellis Street, San Francisco, CA 94102

 415-674-6000  glide.org     /glidesf

GLIDE is a 501(c)(3) tax-exempt organization. Federal Tax ID #: 94-1156481