



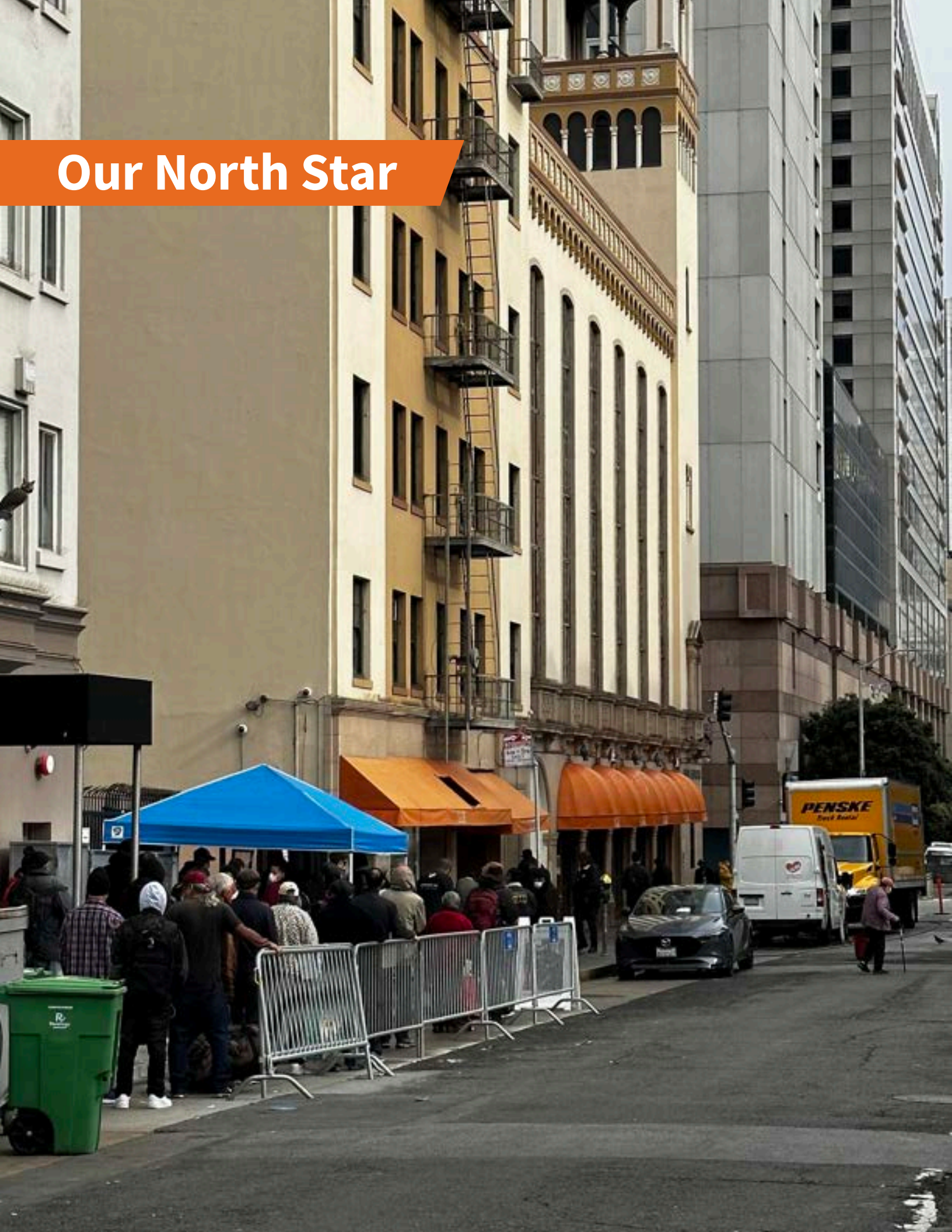
The GLIDE Foundation

**ANNUAL
IMPACT
REPORT**

2021

2022

Our North Star



Dear Friends,

As we enter a third year of the pandemic and uncertain economic times, we can feel the reverberations of collective loss and fatigue in our community. The vibrancy of San Francisco continues to be challenged by stark racial and income inequity, food insecurity, persistent homelessness, and startling rates of death from drug overdose. In 2021, more than one-quarter of households in San Francisco struggled with basic needs like food security, and our city's recovery rate for jobs lost during the pandemic are well below national levels. Drug overdose has been a leading cause of death among our unhoused neighbors, and Black and Latinx San Franciscans continue to be overrepresented among the homeless. Many families are struggling to adjust as stimulus checks and government support from COVID-19 begin to sunset. At the same time, inflation has reached 40-year highs and housing costs continue to rise. More of our families and communities, already underserved and overburdened, are being pushed to the edge.

GLIDE was made for these times. It is at moments like this that we are most inspired and galvanized to drive change and provide the unwavering hope, support, and leadership our communities deserve.

Throughout the pandemic, our courageous, dedicated staff have been a bedrock of unconditional love and support in the Tenderloin and beyond, empowering individuals to stabilize their lives and create pathways out of poverty. While our services have not yet returned to pre-pandemic levels, GLIDE reached thousands of new and returning clients last year, most of whom identify as BIPOC (Black, Indigenous, and People of Color). GLIDE continued to provide much needed food, essential goods, harm reduction services, and life-saving overdose prevention supplies. We continued working with community health partners to ensure that underserved Tenderloin residents have access to COVID-19 testing and vaccines. These interventions and experiences from the pandemic have helped GLIDE to pioneer a low-barrier way of providing critical public health services to our clients and neighbors.

When our community feels disproportionate suffering, GLIDE steps in to not only to meet the immediate needs of individuals and families, but to cultivate a trusting relationship that leads to holistic change in a person's life. Through our evidence-based mobile services strategy and as part of the GLIDE Forward strategic plan, GLIDE is now expanding its compassionate approach and reach into more vulnerable neighborhoods across San Francisco with a fleet of mobile vans, community partnerships, street outreach and integrated resource hubs.

GLIDE is also disrupting the root causes of inequity. In coalition with our incredible community partners, in 2021–22, GLIDE helped expand access to food security benefits for undocumented seniors and ensured that over \$130 million would be allocated in local and state budgets to improve funding for food banks, meal programs, housing subsidies, shelters, and mental health support. Through our ongoing collaboration with the University of California San Francisco Medical Center, GLIDE's transformational programs are bridging the empathy gap and challenging the systems of power that perpetuate discrimination and bias in our healthcare institutions. As pandemic restrictions ease, Glide Memorial Church has opened the doors to the Sanctuary once again, providing a beacon of hope, spiritual nourishment, and community for thousands of people.

Our mission to create a radically inclusive, just, and loving community mobilized to alleviate suffering and break cycles of poverty and marginalization is the sustaining North Star for all that GLIDE does. Building on nearly six decades of radical inclusion and social justice, GLIDE is moving forward with a bold, multi-faceted strategy to expand our reach and dismantle inequity and oppression at all levels. We know that this work takes a village. Thank you for your support as we continue to serve the needs of our community and push for bold systems changes that are always, and forever, for the people.

With love and solidarity,



Karen Hanrahan

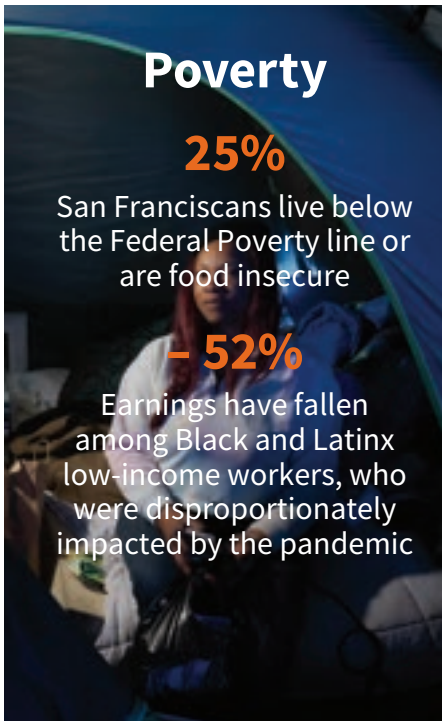
Karen Hanrahan
GLIDE President and CEO



Kaye Foster

Kaye Foster
GLIDE Chairperson

San Francisco is Struggling with an Escalating Crisis of Poverty and Homelessness, Fueled by Racial and Social Systemic Inequities



Poverty

25%
San Franciscans live below the Federal Poverty line or are food insecure

- 52%
Earnings have fallen among Black and Latinx low-income workers, who were disproportionately impacted by the pandemic



Homelessness

8000+
people are homeless any given night in San Francisco

38%
of the SF homeless population is made by Black San Franciscans

+ 55%
The number of unhoused Latinx people has risen from 19% to 30% since 2019



Racial Injustice

46%
of African American children in SF live in poverty compared to 3% of white children

5x
The rate in which African Americans are incarcerated more than Whites nationally

These issues are truly complex and require an array of solutions at different levels individual, institutional and systems change.

At GLIDE, our mission — or North Star — is to create a radically inclusive, just and loving community mobilized to alleviate suffering and break the cycles of poverty and marginalization.

To achieve this vision, we are putting new building blocks in place to grow the next generation of GLIDE to deepen our impact and change lives for good. We have launched new programs and initiatives to address the symptoms of poverty and homelessness we see on the streets each day. We are also addressing root causes of racial and injustice by working closely with those in positions of power to change the systems, policies and laws that perpetuate inequity.

Holistically, GLIDE's programs are designed to drive impact in three key areas:

SELF-SUFFICIENCY

GLIDE is helping more people and families across San Francisco off the streets and out of poverty.

EQUITY

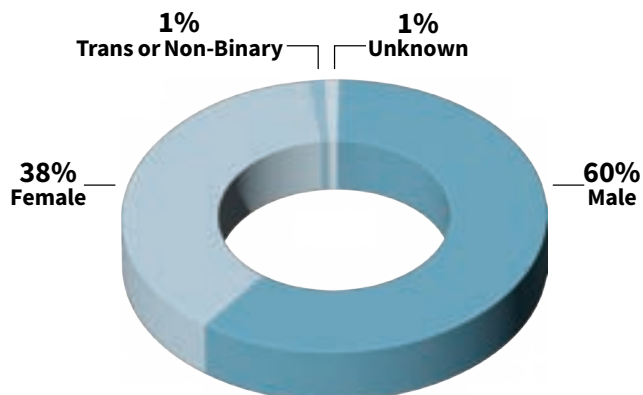
GLIDE is driving bold systemic change to reduce homelessness and advance racial and social equity.

BUILDING EMPATHY

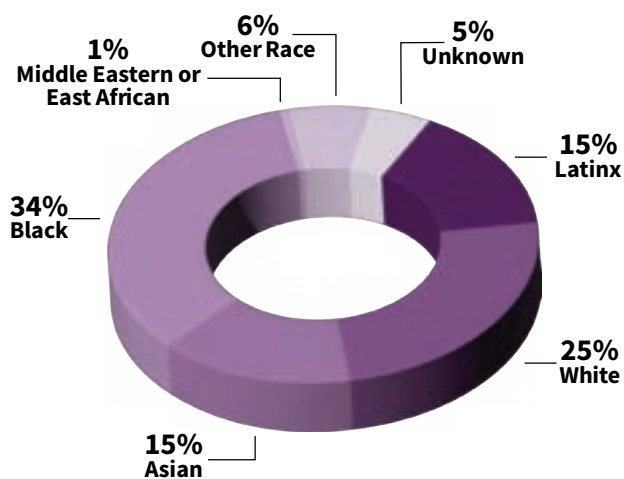
GLIDE is changing hearts and minds to build empathy and transform lives.

The Clients We Serve

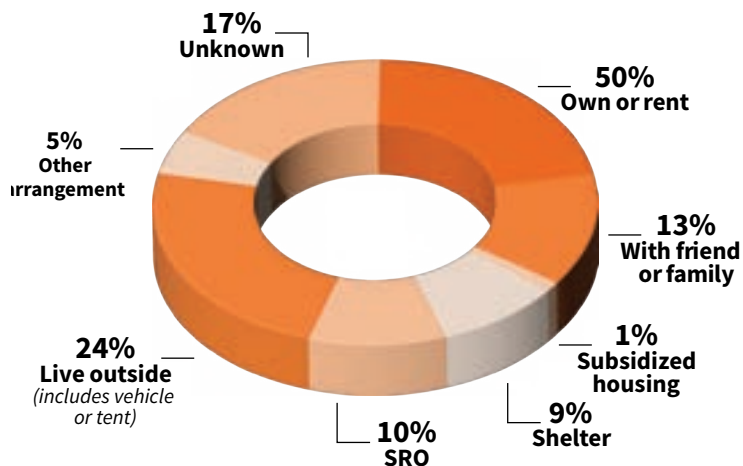
Gender



Race/Ethnicity



Housing Status



Our Generous Donors Allow Us to Do More for Our Community Each Year



533,298
meals served to unhoused and low-income community members across San Francisco



\$114M
allocated to California's state budget for food banks as a result of coalition-based advocacy



3,937
people reached with vital services, including harm reduction, essential goods and services, violence intervention, and support for families and children



\$24M
secured in state funding for housing subsidies, shelters, and mental health support through coalition work



1,698
Narcan doses distributed to people who reversed overdoses



36%
of program participants were brand new to GLIDE



24,295
COVID tests administered since the start of the pandemic



23%
of program participants access services from 2 or more GLIDE programs



45



average age of clients accessing GLIDE programs

71%

of clients live in the Tenderloin

GLIDE Fosters Stability and Pathways Out of Poverty by Meeting And Advocating for Essential Food Security and Housing Needs

520,688

meals served in the Tenderloin through the Daily Free Meals program

12,610

meals distributed across San Francisco

100+

families receive grocery bags from GLIDE's Zero Waste Food Pantry each week

100%

of surveyed families reported better access to healthy food through GLIDE's Zero Waste Food Pantry

92%

of surveyed Zero Waste Food Pantry participants save up to \$1,000 per year on groceries

Bringing Food Security to the City's Most Marginalized with GLIDE's Zero Waste Food Pantry

With inflation and pandemic after-shocks driving more families towards food insecurity, GLIDE advanced efforts to not only address food insecurity but to infuse dignity, power of choice and economic stability through the Zero Waste Food Pantry. Each week, over 100 participating families receive menus featuring a list of nutritious food items they can select, and items are mindfully sourced through

local Bay Area vendors that reflect the cultures of participating families. "They get to pick and choose what items they want, and that could range from lamb, pork chops, chicken, beef stew, fish, shrimp, and snacks like dried fruit, yogurt, raisins, and pretzels," says Pamela Brown, Pantry Coordinator. "We just want to keep it going for as long as we can to help as many as we can."



The average annual household income for participating families of four is a mere \$18,600. Providing a consistent source of food for our families not only ameliorates financial burden, it helps lift the emotional and mental tolls that come from the stress of having to choose between putting food on the table and paying other bills. In this way, the Zero Waste Food Pantry is providing direct cost savings while significantly stabilizing the lives of GLIDE's families. The pantry initiative recently celebrated its one-year anniversary in July 2022.

Advancing Food Security Through Policy Advocacy



california hunger action coalition | CHAC

GLIDE participates in 29 local, state, and national policy coalitions. As a member of the California Hunger Action Coalition and chair for the annual Hunger Action Week, GLIDE's Center for Social Justice advocates for radically inclusive policies that tackle food insecurity and remove roadblocks to Californians accessing nourishing food. In 2022, the CSJ successfully advocated to expand access to food security benefits for undocumented seniors and ensured that over \$130 million would be allocated in local and state budgets to improve funding for food banks, meal programs, housing subsidies, shelters, and mental health support.

29

number of local, state, and national policy coalitions that GLIDE participates in

\$24M

secured in state funding for housing subsidies, shelters, and mental health support through coalition work

\$114M

allocated to California's state budget for food banks as a result of coalition-based advocacy

GLIDE Helps People to Stay Housed with a New Rental Assistance Program

At GLIDE, we have learned from decades of working on the front lines of poverty that meeting people's basic needs is a necessary foundation for any further progress in moving from crisis, to stability, to long-term positive change. In March 2022, GLIDE's Walk-in-Center (WIC) started a low-barrier, bi-weekly Housing Readiness workshop that is part of GLIDE's larger rental assistance program to prevent those who have been hardest hit by rising living costs and the pandemic from slipping into homelessness. This workshop is a pre-requisite for receiving rental assistance, teaching a comprehensive set of skills and knowledge ranging from the rental application process, to life skills needed to settle into a new accommodation and maintain a good tenant-landlord relationship.



From March through July of this year, GLIDE's rental assistance program provided \$105,000 to participants — most of whom were Black, female, and ranged from about 20 to 50 years old — filling an urgent need for San Franciscans who were ineligible for other eviction prevention resources. With GLIDE's support, 100% of the rental assistance program participants were able to retain their housing and stabilize their lives when they otherwise may not have. For San Francisco native Ivan Graddy, the housing readiness workshop and rental assistance was pivotal in getting back on his feet after being unemployed. "I was able to secure the \$2,160 I needed for back rent as I transitioned between jobs," says Graddy. "I cannot thank GLIDE's Walk-in Center enough."



Learn More About the GLIDE
Walk-In Center:

[https://www.youtube.com/
watch?v=BTJuRDytKIA&](https://www.youtube.com/watch?v=BTJuRDytKIA&)



1,932

people connected to social benefits like CalFresh food assistance and SSI

\$105,000

in rental assistance provided between March and July 2022

100%

of GLIDE Rental Assistance program participants were able to retain their housing

95%

of GLIDE Rental Assistance program participants reported improved wellbeing and stress levels for their family

Increasing Access to Essential Resources, Care, and Community — GLIDE Kicks Off New Integrated Service Initiative

This past September, GLIDE concluded a summer series pilot program, called Community Care, a prototype of GLIDE’s Integrated Service Initiative that will connect neighborhoods with direct access to essential services and one-on-one support through sustainable and scalable pop-up resource hubs. This strategic initiative comes at a time when homelessness numbers have reached alarming levels – The City’s Department of Homelessness and Supportive Housing estimates that as many as 20,000 individ-

uals may experience homelessness in San Francisco over the course of a full year. Recognizing the growing need, GLIDE’s new generation of mobile services will extend its reach and impact across the city to under-resourced communities. Inspired by GLIDE’s mobile services strategy and supported by our Center for Applied Learning and Impact team, the Community Care event is pioneering GLIDE’s next generation of services.

The pop-up summer series at 330 Ellis Street saw a beehive of activity over the summer months, with visitors able to come together play games, enjoy delicious lunch from GLIDE’s Free Daily Meals, and come together in community, all the while accessing a wide range of important services and resources from participating community partners. In the span of one block, attendees could gain instant access to housing and employment resources, low barrier legal counsel, medically assisted treatment (MAT) for substance use treatment, harm reduction services and supplies, mental health healing circles, free books and much more.

“People in the community love this,” says long-time Tenderloin resident Giovanni. “Whether you’re poor, rich, doesn’t matter. There will always be people struggling who need help. I’m very grateful for GLIDE.”



GLIDE Saves Lives by Providing and Fostering Compassionate and Equitable Healthcare and Access for All



Bringing Vaccine Equity to the Tenderloin to Prevent Severe Illness Among the Most Marginalized

Communities of color and those living in poverty have experienced the most suffering when faced with COVID-19. Generations of discrimination and exploitation have also contributed to a deep mistrust of healthcare and government institutions, which cultivated hesitancy and reluctance in getting vaccinated against the Coronavirus. To bring vaccine equity to the Tenderloin and prevent severe illness among the most marginalized, GLIDE launched its own weekly pop-up vaccination clinic in the spring of 2021 partnering with San Francisco's Department of Public Health (SFDPH), Code Tenderloin, San Francisco Medical Center (UCSF) and the San Francisco Community Health Center (SFCHC). Roving Vax units — small groups of the clinic providers who walk the Tenderloin to provide vaccinations to people where they are at — have offered an approachable way for the Tenderloin community to get their questions and doubts addressed, build confidence in the COVID-19 vaccine, and lower barriers by providing education and building trust. Since the start of the pandemic, 24,295 COVID tests have been administered and 5,522 vaccine shots, helping the Tenderloin reach a vaccination rate of more than 90%.



12,756

COVID tests
administered in
FY 21/22

3,582

COVID vaccine shots
administered in
FY 21/22

GLIDE Co-Sponsors Legislation for Overdose Prevention Centers: SB 57



GLIDE has been a proponent and provider of harm reduction services since the beginning of the AIDS epidemic and has also long advocated for implementing Overdose Prevention Centers. In 2021–22 GLIDE was a proud co-sponsor of Senator Scott Wiener’s Senate Bill 57, a bill that would have allowed for the pilot of overdose prevention programs in Los Angeles, Oakland, and San Francisco. We are disappointed that SB 57 will not yet be a reality in California, despite an overwhelming body of evidence supporting overdose prevention programs that would have helped address the overdose crisis by linking people who use drugs to treatment and holistic care.

“GLIDE will continue to do all it can to advocate for evidence-based solutions to California’s overdose crisis,” says Miguel Bustos, Senior Director of GLIDE’s Center for Social Justice. “We believe people’s lives are worth saving.”

Alleviating Suffering and Saving Lives with Evidence-Based, Compassionate Approaches to the Opioid Crisis

In California, overdose has been the leading cause of accidental death every year since 2011. Misunderstanding, stigma, and maltreatment toward people who use drugs can have deadly consequences — especially when they use drugs in shame and isolation. GLIDE’s Harm Reduction Team provides a continuum of compassionate care for people who use drugs and has adapted its service model to meet clients where they are at during the COVID-19 pandemic. This approach — of taking GLIDE services, values and care to people in need across the city — is foundational to GLIDE’s evolving Mobile Services strategy, which will provide more outreach, engagement and access to GLIDE services across

the city via an enhanced fleet of Mobile Teams, street outreach, community partnerships and integrated service hubs. In FY 2021/22 Harm Reduction staff provided harm reduction supplies and service linkage to 127 people at shelter-in-place hotels and continued to provide free testing for Hepatitis C, HIV and STIs. Through street outreach and GLIDE’s Syringe Access Services desk on Taylor St, the Harm Reduction team cultivates trusting, loving relationships with clients while distributing hygiene kits and harm reduction supplies such as the life-saving opioid overdose reversal medicine, Naloxone (commonly known as Narcan).



436,212

harm reduction supplies
distributed in total

3,620

doses of
Narcan distributed

1,698

of those doses were distributed
after an overdose was reversed

Advancing Health Systems Equity through Healers at the Gate



99

UCSF employees participated in Healers at the Gate in 2022

98%

of surveyed participants report feeling greater compassion for BIPOC, people struggling with substance use, people struggling with mental health, or people experiencing poverty or homelessness

96%

of surveyed participants report feeling empowered to break down systemic racism through their work at UCSF

In 2021, GLIDE's Center for Social Justice partnered with UCSF Medical Center's Safety Task Force to launch an experiential cohort-based program, Healers at the Gate (HATG). Rooted in empathy, HATG brings together campus security supervisors, nurses and nursing supervisors, social workers and other healthcare professionals from across the UCSF campus to come face-to-face, in service and dialogue, with people impacted by racism, poverty, homelessness and substance use. Hosted in the Tenderloin, and framed as a justice pilgrimage to GLIDE, the program changes the perspectives of healthcare workers, empowering and mobilizing them to interrupt patterns of harm inflicted upon BIPOC patients and families on the UCSF campus.

In 2021–22, GLIDE's Rabbi Michael Lezak and Isoke Femi facilitated 6 HATG cohorts with a total of 99 UCSF staff participants. Nearly all surveyed participants walked away from the program feeling greater compassion for the diverse communities they serve; holding a greater understanding and appreciation for GLIDE's values; and, armed with those values, feeling confident, empowered, and motivated to tackle systemic racism and oppression in their work and personal lives. One-year post-launch, participants report that racial- and class-based biases are

regularly being addressed in patient care meetings; that alumni have effectively spread strengths-based approaches to patient and family care with coworkers who have not yet attended HATG; and that the implementation and structure of policies that negatively impact patients and families of color are beginning to shift, all signaling significant systemic transformations within UCSF Medical Center.



GLIDE Stabilizes Families and Breaks Intergenerational Poverty

206

families with children served by GLIDE

62%

of families with children served by GLIDE have been using FYCC's services for 2 or more years

40%

of the families served by FYCC's programs are headed by single parents/caregivers

64%

of families at FYCC identify as Latinx

Stabilizing Families Impacted by the Economic Fallout of the Pandemic

At GLIDE, we see systemic inequity in the Latinx community up close — 64% of the households served by our Family, Youth and Child-care Center are Latinx and all qualify as very low-income, which is defined as 200% of the Federal Poverty

Limit (about \$55,000 in annual income for a family of four). GLIDE's FYCC continues to holistically address the challenges faced by these families, which have been exacerbated by the economic fallout of the COVID-19 pandemic and rising inflation. In the past year, the FYCC continued to offer modified in-person, licensed early education and childcare, as well as afterschool programming for youth in grades K-5, essential services that we know can help parents remain employed, mitigate educational disparities, and prevent very low-income families from falling further into poverty. Sixty-two percent of families served by GLIDE's FYCC have been participating in these programs for two or more years, demonstrating the need for sustained support in the years that are critical for healthy development in children.



GLIDE is Supporting Families to Address the Root Causes of Family Violence



Violence against women rose to record numbers around the world during COVID-19 lockdowns, diagnosed a 'shadow pandemic' by the United Nations. GLIDE's Men in Progress program provides batterer's intervention services to offenders who self-identify as male, working to undo generations of learned, destructive and oppressive behavior rooted in male privilege and a male dominated society. GLIDE's MIP employs the Duluth Model, a nationally-recognized paradigm that helps abusers articulate full accountability for their actions while developing healthy relationships with their

partners. "Something that is unique about Men in Progress is that we are really focused on having a female and a male facilitator in our group sessions. Most other batterer's intervention programs are male peer advised" says Anissa Kent, program coordinator for Men in Progress. "We offer a woman's perspective and help showcase a healthy dynamic between men and women via the male and female facilitator."

GLIDE Fosters Lasting Personal and Systemic Change Through Radically Inclusive Community and Transformative Experiences



Charting a New Course Rooted in Liberation, Celebration, and Faith with Glide Memorial Church

+2,300

participated in
Sunday Celebrations
with Glide
Memorial Church

22

active congregational
life groups

The past year was one of evolution for the Glide Memorial Church. At the beginning of 2022, GLIDE established a new structure that separates the governance and management of the GLIDE Foundation from Glide Memorial Church, designating a new board of directors to the Church. “As we think

about who we are as a church, this calling forth of the first ever board of directors is a real sign that the church is growing,” reflects Marvin K White, Minister of Celebration for the Glide Memorial Church. The past year also marked a joyful return to in-person Sunday Celebrations, and global attendance was on the upswing with church attendees hailing from Europe, Africa and South America. Now, the Church offers more ways to engage with the community than ever before, including 22 active

congregational life groups that have built a loving and connected community both in person and virtually.

Minister Marvin explains, “I think about Glide Memorial Church as five sanctuaries: In-person, virtual, Freedom Hall, our phone line, and now we have our fellowship table outside on the Tenderloin Hub, which is a sanctuary of the streets. These are all sanctuaries of one church and you choose freely in how you want to participate in any of them.”



Center for Social Justice Drives Social Change

919
unique participants
in CSJ Community
Engagement events

As the world navigated another year of pandemic distancing, GLIDE's Center for Social Justice continued to find innovative, meaningful ways to empower and mobilize our community to drive social change through

advocacy. The CSJ's virtual justice series provided a monthly platform for the community to hear from racial and social justice activists and leaders about current issues and learn how to lend hearts and minds to build a just world. In FY 2021/22 the virtual justice series enjoyed an average of 88 participants per event.

In the spring and summer of 2022, the CSJ rolled out a new, virtual Justice Spoken Word Workshop, which fostered creative self-actualization and justice through the art of spoken word. Led by Jada Imani, a seasoned teacher of spoken word in the San Francisco community, the 4-month workshop culminated in a special showcase where participants shared their work with the community at the recent Sunday Streets block party on October 16. "I think spoken word doesn't come very naturally to everyone, especially in this society where vulnerability can be unsafe for some people, and shunned upon" reflects Jada. "I was really taken aback by how quickly and easily people opened up, shared their personal stories, demonstrated trust, and how we were able to create a safe space for people to be candid and honest. And that was an honor to me."



Freddy Martin



Shavonne Allen Wong



Jada Imani (center)

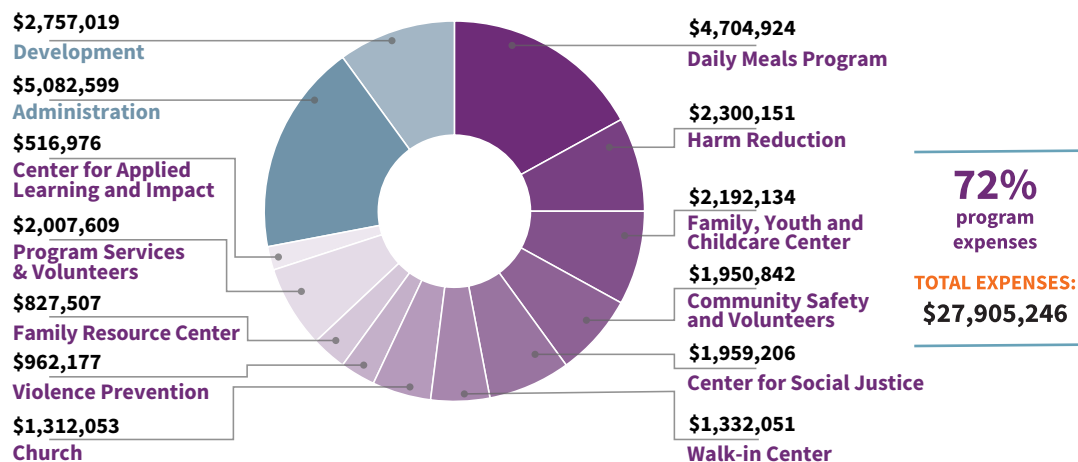


Mubeenah Muhsinat

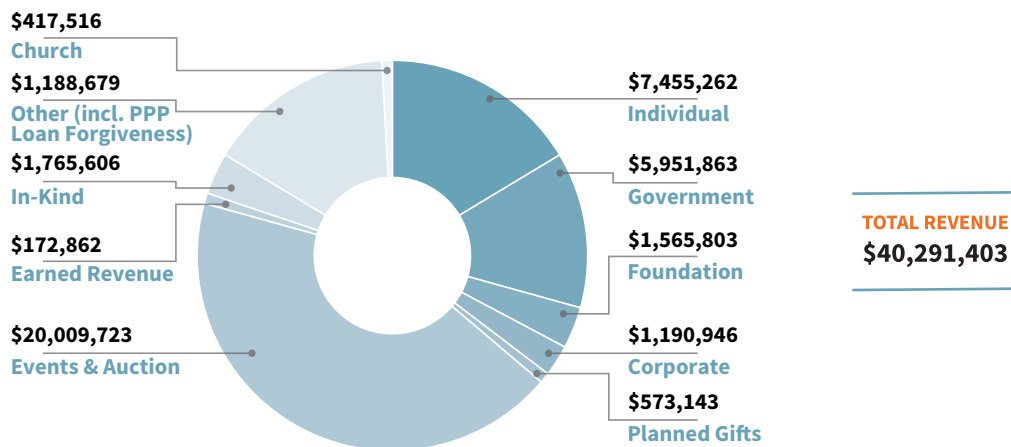
Financials

GLIDE remains a financially strong anchor institution that relies on a diverse set of funding streams to maintain our important work. FY22 was marked by the largest ever transformational gift to GLIDE, affording GLIDE additional flexibility and stability in an uncertain economic and philanthropic environment. GLIDE's Fund Development, Finance and Operations teams work tirelessly to braid together a variety of funding sources to ensure we meet our financial goals. During a particularly volatile time for nonprofit providers, GLIDE has met our contract obligations to government agencies, generated much needed unrestricted operating support to advance key innovations in the field, and supported strong data collection, evaluation and program iteration. We are grateful for the prudent fiscal oversight of our board and the nimbleness of our leadership team to rise to the moment and ensure GLIDE remains a stable and impactful organization into the next generation of GLIDE.

EXPENSES



REVENUE



Remembering Erby Foster:

This past August, GLIDE mourned the loss of a dear colleague, friend, mentor and leader, Erby Foster. As GLIDE's Chief Finance and Operations Officer, Erby was the embodiment of our core values of unconditional love and radical inclusion. Erby walked every square inch of GLIDE nearly every day. Erby was a trailblazer, becoming a CPA in a time when systemic racism was — and continues to be — a prohibiting obstacle for Black people in becoming certified accountants. His energy and passion have inspired each and every one of us to strive for excellence and give the best of ourselves to GLIDE's mission, the city of San Francisco, and one another. GLIDE misses him dearly. Read one of Erby's interviews from February 2022 Black History Month:

glide.org/glide-voices-erby-foster-on-black-history-month/



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View the Impact Report online at glide.org/impact-report-2022

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