



Keeping On

IMPACT REPORT 2022-2023



Filled with Hope

Dear Friends,

Our communities—in San Francisco and around the world—desperately need healing. Wars overseas, soaring healthcare and housing costs across the nation, and the fentanyl overdose epidemic here at home are destroying lives and undermining faith that our torn social fabric can be repaired.

Yet, at GLIDE, we continue to have hope because we know that individuals and communities have the power to heal. For six decades, we have succeeded in transforming lives and repairing social bonds broken by systemic inequity and racism.

We have hope because we have proven that we can rise to the moment and meet new challenges. In the wake of the COVID-19 pandemic, more San Francisco families are slipping into poverty and struggling to put food on the table. GLIDE is helping them fill immediate needs for sustenance and shelter and, in the longer term, find pathways out of poverty.

We have hope because we know how to adapt and grow as an organization founded on the enduring values of unconditional love and radical inclusion. Our co-founders, Rev. Cecil Williams and his late wife, Janice Mirikitani, set GLIDE up to thrive under the leaders who succeeded them. In February, Cecil retired from his advisory role at GLIDE to focus on his family and health.

Karen Hanrahan, who had served as president and CEO for six years, stepped down in December 2022. Among

many accomplishments, she initiated the development of our GLIDE Forward strategic plan. I am deeply grateful to GLIDE board member Malcolm Walter for volunteering to serve as interim CEO after Karen stepped down. He ensured that GLIDE continued running smoothly and judiciously oversaw our search for a new CEO. His wisdom and commitment to our mission are truly inspiring.

We joyfully welcomed Dr. Gina Fromer as our new president and CEO in October. Gina brings more than 40 years of experience leading social service and social justice organizations. She also brings a first-hand understanding of GLIDE's impact. Years ago, as a young mother of three small boys, Gina relied on groceries from GLIDE to nourish her family. Now, she says, "I want people coming to GLIDE for help to see me and say, 'She was able to break the cycle of poverty for her family, and one day, I can do that too.'"

Gina's leadership is yet another reason we are full of hope for the future. "I'm here to move forward the legacy Cecil and Janice started," she says. "I'm for creating a world where there's a love agenda, and GLIDE is a doorway to that love agenda."

Gina is the ideal person to lead GLIDE as a force for empowerment and compassion. We can't wait to see the impact she will make as we continue to offer hope and healing to our clients and our communities.

With love,
Kaye Foster
GLIDE Board President

Integrating services, advocacy and spirituality to transform lives

This year, we refreshed the GLIDE Forward strategic plan, which builds on our legacy and unique strengths to create a comprehensive model for integrated service delivery, advocacy and spirituality. The refreshed strategy activates the powerful synergies between the three doors through which people engage with GLIDE—our client service programs, our Center for Social Justice (CSJ) and Glide Memorial Church—to transform lives and address the root causes of poverty and homelessness.

We swung these doors wide open in summer 2023 with the launch of our #ReturnToCommunity campaign. The campaign began by restarting our indoor dining service; it is now bringing other programs that had been curtailed by three years of COVID-19 safety measures back on site.

GLIDE’s three doors each welcome different people into our community. In the words of Minister of Celebration Marvin K. White, “If your body needs feeding, GLIDE serves health and social services through our programs. If your truth needs feeding, GLIDE serves advocacy through our Center for Social Justice. If your spirit needs feeding, GLIDE serves faith through Glide Memorial Church.”

Each door also enhances the work of the others. CSJ, for instance, advocates for policy changes and funding that benefit clients of our service programs and marginalized people throughout San Francisco. The church, meanwhile, provides space for spiritual healing for clients, volunteers and staff.



Client Service Programs

GLIDE has been gathering information and laying the foundations for integrating its service delivery model. In 2023, our programs reached nearly 4,000 identified people and many more who use services anonymously. By better integrating services, we aim to empower our clients to create stability in their lives by accessing support across 10 crucial life domains:

1. Food security
2. Shelter and housing
3. Essential life skills
4. Family relations
5. Community
6. Substance use
7. Mental health
8. Medical care
9. Education and training
10. Employment and income



Center for Social Justice (CSJ)

CSJ mobilizes our community to advocate for equitable systems and policies in areas such as healthcare, criminal justice and housing. Over the past three years, our advocacy has brought more than \$2 billion into the local- and state-level ecosystem of homelessness response, overdose prevention, food programs and more. This year, CSJ also advocated for using public health measures to respond to the overdose epidemic—an approach called “Hope Not Handcuffs”—and for banning police from making racially biased traffic stops known as “pretext stops.” In addition, CSJ education programs have enabled different groups to better understand each other, building empathy for marginalized people.



Glide Memorial Church

The church brings all members of our community together in spiritual healing that builds empathy and sparks individual and social transformation. For example, we have convened a series of conversations at the church about repairing generations of systemic oppression against Black people, including listening sessions with San Francisco’s African-American Reparations Committee. We have grown our Care Ministry, extending the healing power and unconditional love that is the hallmark of our church community to the street, through our prayer table, and to congregants in need of care. Our Sunday Celebration continues to invite all into our radically inclusive, open and affirming, extravagantly welcoming movement.

By the Numbers



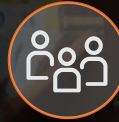
303

families with children served by GLIDE FYCC and After School Program



5,500

grocery bags delivered during Grocery Bag Giveaway



35%

of program participants were new to GLIDE



6,053

COVID vaccine shots administered



611,605

meals served on site



2,875

people volunteered



1,446

Narcan kits distributed (2 doses per registration, for total of 2,892 Narcan doses)



\$950M

secured to fund Universal School Meals program in California



203

people received rental assistance, used mainly for eviction-preventing back rent

4,000

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

1,815

COVID test kits distributed

3,707

COVID tests administered on site

\$2B+

secured for homelessness response, overdose prevention, food programs and more through local and state-wide coalition work over the past three years

11,913

COVID vaccine shots administered since start of pandemic

\$530,886

in rental assistance funds distributed

134

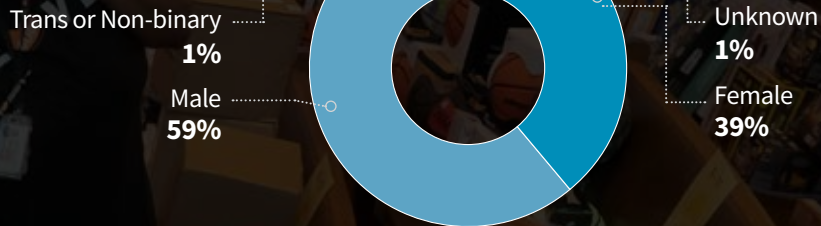
participants in Men In Progress intervention program

74%

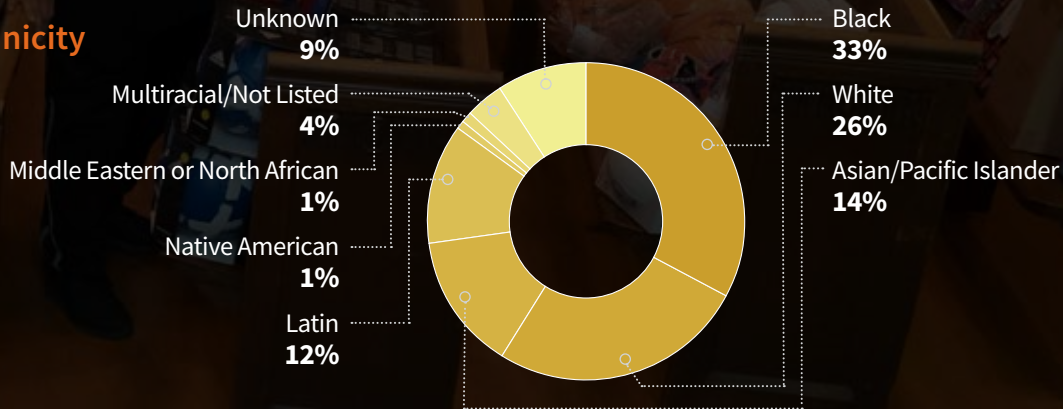
of volunteers were new to GLIDE

The Clients We Serve

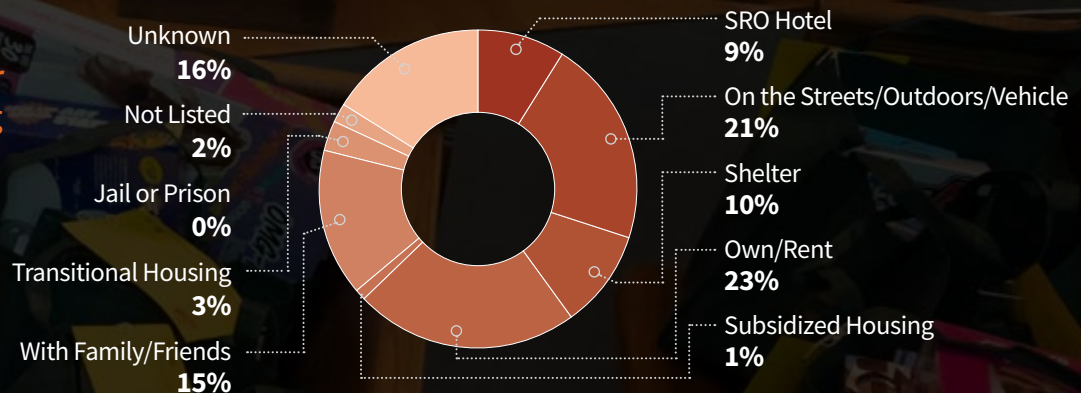
Gender



Race/Ethnicity



GLIDE Family Resource Center Clients' Housing Status



Glide Memorial Church

Welcoming all people and beliefs to an unconditionally loving congregation

The revised mission of Glide Memorial Church (GMC), published in August, declares that GMC will remain “a radically inclusive, open and affirming, extravagantly welcoming, unconditionally loving church, called to the many forefronts and frontlines of social activism.”

Along with the new mission, the church issued new vision and values statements and a new Statement of Faith. These documents are foundational to GMC’s identity as an independent church in the wake of its departure from the United Methodist Church in 2020. In 2022, GMC became a subsidiary of GLIDE Foundation with an independent board of directors.

The new mission affirms that GMC “practices a Christianity where all people and all beliefs are welcomed.” Inclusiveness and love also permeate the vision statement, which calls for “a city and a world that embodies the sacred in each person,” and the Statement of Faith, which describes the church as a “spiritual home for all people... a place of healing, faith, justice and community for everyone.” All of this reflects GMC founder Lizzie Glide’s cornerstone vision that this church would be “a house of prayer for all people.”

Read the statements at www.glide.org/church/



11,919

people attended
Sunday Celebrations

300

backpacks filled with
school supplies given
to young students
during Backpack
Giveaway

16

active congregational
life groups



Amplifying marginalized community voices

In the past year, the Center for Social Justice (CSJ) advocated alongside coalition partners for state and local legislation allocating millions of dollars to address social equity issues such as food insecurity. These funding victories represent the outcomes of an intensive process of grassroots organizing, education, thought leadership, policy development and legal action.

One of CSJ's forums for mobilizing and educating advocates is its Monthly Virtual Justice Series. "These virtual events are a powerful tool to dig deep, create a platform for voices that have historically been marginalized, and bring awareness and empathy," says Erick Arguello, CSJ's advocacy manager.

Launched during the COVID-19 pandemic, the series has continued to gain momentum. In fiscal year 2023, more than 200 people attended eight online events featuring panel conversations on issues such as the trans struggle for justice, anti-Asian hate, racism and sex trafficking. CSJ brings in experts, leaders and community members who are engaged in efforts to transform individuals and change unjust systems. Each conversation amplifies first-hand accounts of speakers' lived experiences and explores how to be an ally. Participants learn about GLIDE, how to become Justice Warriors and how to take action.



\$71M

secured for local food programs, including GLIDE food pantry, through coalition-based advocacy

\$950M

secured for CA's Universal School Meals program through coalition-based advocacy

34

coalitions in which GLIDE participated as part of policy advocacy



Latin Heritage Month: The Outer Barrio



loudematteis



Nicole Prado



Anna Lisa Escobedo



poeta

AAPI Heritage Month: Anti-Asian Sentiment, its History, Trauma and Healing



Tri Nguyen (GLIDE)



Nick Gee (he/him)



Faauga Moliga-Puletasi



Gaynorann Siataga

True Sanctuary: SF City of Hope (A GLIDE Center for Social Justice Event)



Olga



Sarah Gavigan CARECEN SF



sarahsouza



Sofia Dorantes - El/La para Translatinas

2nd Annual Justice Poetry Jam: Words are Movements



Nicia



African-American Heritage Month: The Promise and Power of Our Youth



Erick Arguello



Gabriel with Speaks

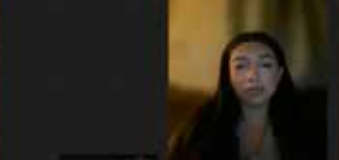


Aniya Butler (she/her)



Vazh

HipHop: 49 Years of Cultural Resistance



Myra Estrada



Jada Imani C



Ruled Muse



Fourth Annual Alabama Pilgrimage

Achieving racial justice through personal and community transformation

In March, the Center for Social Justice conducted its fourth Alabama Pilgrimage, an experiential learning program designed to catalyze individual and community transformations that can lead to social change. Participants learned about inequities in American health, economic and criminal justice outcomes and visited many sites of historical and contemporary significance, including:

- Equal Justice Initiative’s Legacy Museum and National Memorial for Peace and Justice, which tell the story of slavery and its legacy and commemorate the victims of racial terrorism
- Tuskegee Human and Civil Rights Multicultural Center, founded as a memorial to the victims and survivors of the Tuskegee Syphilis Study
- Gee’s Bend Quilter’s Collective, a group of African American women whose quilting tradition goes back to the 19th century

A major theme of this pilgrimage was the intersection of racial justice and health equity. Many participants were University of California San Francisco (UCSF) leaders who have been seeking, with GLIDE’s help, to make UCSF health services more responsive to marginalized people. These leaders included Chancellor Sam Hawgood, Chief of Police Mike Denson and CARE Advocate for Racial Justice Kendra Hypolite.

Hypolite wrote: “Every day you thought about how you can take this experience back to the Bay, back to your home, back to your workplace and use it to propel you forward in the work towards racial and health equity.”

Learn more at glide.org/glide-pilgrimage-to-alabama/



94%

of participants surveyed post-trip reported feeling confident in their ability to intervene against institutional racism

89%

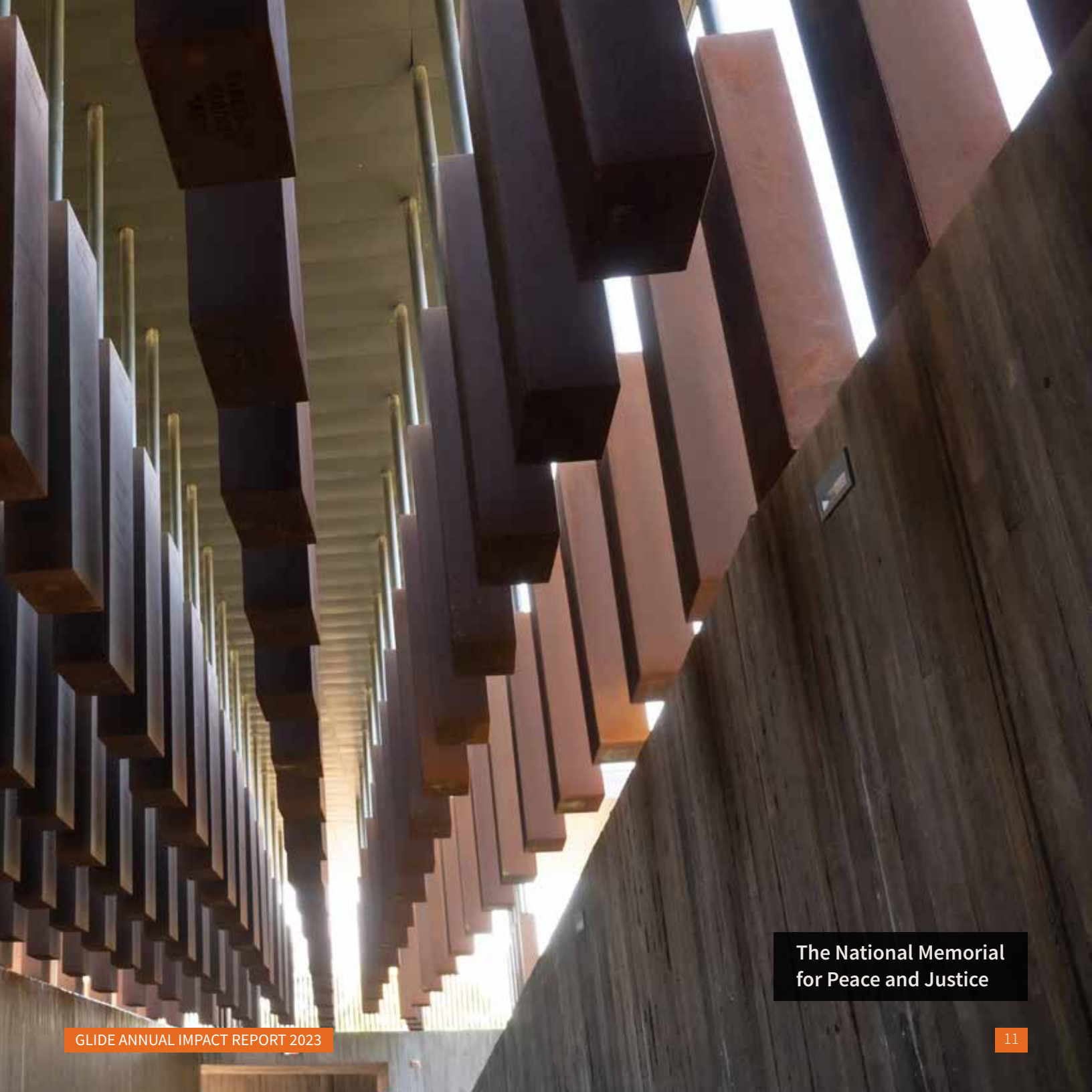
of participants surveyed post-trip reported feeling confident in their ability to intervene against individual acts of racism

22

were UCSF staff or leaders

74

participants (GLIDE staff, UCSF leaders and staff, community partners, donors/VIPs)



**The National Memorial
for Peace and Justice**

Health Services

A path to wellness for people struggling with substance use

GLIDE seeks to create a world where everyone has a chance to thrive.

Felanie Castro and Rizzy Spoer, staff on our harm reduction team, conduct street outreach to give drug users a path toward wellness. They distribute Narcan, a medicine that saves people from opioid overdoses, as well as supplies—like clean syringes—proven to protect health. They build relationships with clients and connect them to other life-stabilizing services.

In August, their dedication and hard work earned them the prestigious Community Service Award from the California Society of Addiction Medicine, which recognizes the work of non-physicians who improve the lives of people suffering from substance dependency.

GLIDE Director of Health Access Michael Discepola, who oversees the team, says, “We train our harm reduction staff to be clinically minded... to understand and respond effectively to trauma. People are struggling and using substances to cope with their trauma.” Discepola joined GLIDE in April with two decades of public health experience, including serving as vice president of behavioral and substance use health at the San Francisco AIDS Foundation.



585,427
harm reduction
supplies distributed

1,446
Narcan kits
distributed

1,815
COVID test kits
distributed



Felanie Castro and Rizzy Spoer, opt-in outreach workers, GLIDE Harm Reduction Services

Daily Free Meals Program

Providing food security and a welcoming, supportive community

On July 6, 2023, GLIDE celebrated a #ReturnToCommunity milestone: the reopening of its indoor dining service. For three years during the COVID-19 pandemic, GLIDE served daily meals on the sidewalk in front of its Ellis Street building to ensure the safety of its community.

At the reopening event, Minister of Celebration Marvin K. White said: “Today, in addition to fried chicken, we’re serving Extravagant Welcome again. We’re serving Radical Inclusivity again. And we’re serving extra helpings of Unconditional Love!”

The return to indoor dining allows people facing food insecurity to enjoy free meals in a welcoming setting that fosters a sense of community and provides shelter from inclement weather. GLIDE serves an average of 2,560 meals every day as well as special holiday meals, including Thanksgiving, Christmas, the House of Prime Rib brunch and the Grocery Bag Giveaway.

In the past year, the Daily Free Meals program strengthened collaborations with other GLIDE programs, including Harm Reduction, Glide Memorial Church, and the Family, Youth and Childcare Center. These collaborations make it easier for diners to connect with a range of GLIDE services and a support community that can help stabilize their lives.



611,605
meals served on site

10,306
meals delivered
through GLIDE on the
Go

5,500
grocery bags delivered
as part of Grocery Bag
Giveaway



Welcome

LIVING THE DREAM
SAN FRANCISCO

Thank you for visiting!
Please Eat the Way

GLIDE's historic dining hall

The Janice Mirikitani Family, Youth and Childcare Center

Building strong families and supporting healthy child development

The cost of childcare in San Francisco is among the highest in the nation: about \$2,100 per month, far beyond the reach of low-income families. Without access to quality care for their children, parents struggle to maintain employment and financial stability.

The Janice Mirikitani Family, Youth and Childcare Center (FYCC) is a critical component of GLIDE's integrated service delivery model and our mission to break cycles of poverty and marginalization. FYCC offers free and low-cost programs that support children's development and reduce educational disparities while enabling parents to gain or maintain employment. These programs include licensed early education and childcare, an after-school program, and an all-day summer program. In addition, FYCC's Family Resource Center offers culturally sensitive family services, such as case management, parenting workshops and support groups, a food pantry, and family events.

Landy, an FYCC client, says, "It's like another home for my daughters, like a family. When I see the teachers, they are always so friendly and welcoming... families are happy having their kids here."



303
families with children served

209
children received direct services

51%
of families with children served have been using our services for two or more years



Playground at Janice Mirikitani Family, Youth and Childcare Center

Our Volunteers

A community mobilized to increase empathy and alleviate suffering

Volunteers have always been essential members of the GLIDE community. GLIDE welcomes volunteers through many different doors: some enter as church members or as advocates for social change; some arrive as clients; others discover us through volunteering opportunities organized by our corporate partners; and a number walk in to volunteer. At GLIDE, volunteers help serve daily meals, pack holiday grocery bags, attend public hearings on policy issues and more.

As deepening inequity in San Francisco leads to rising demand for GLIDE's services, we rely on strong volunteer participation to support more people in need. Volunteer & Community Partnerships Manager Khaboshi Imbukwa has been growing GLIDE's community of volunteers for nearly two years. But her goal is not just to recruit more people. "What we try to do is instill GLIDE's mission and values in our volunteers," she says.

Through volunteers who share GLIDE's values—rooted in empowerment, recovery and personal transformation—we are increasing empathy for marginalized groups and mobilizing a movement for social justice.



2,875

people volunteered



74%

of volunteers were new to GLIDE



Financials

Fiscal year 2023 was challenging for San Francisco as the city struggled to recover from the strain of the COVID-19 pandemic. San Francisco saw higher office vacancy and work-from-home rates than in other cities as well as layoffs in the technology industry—both of which hurt the local economy.

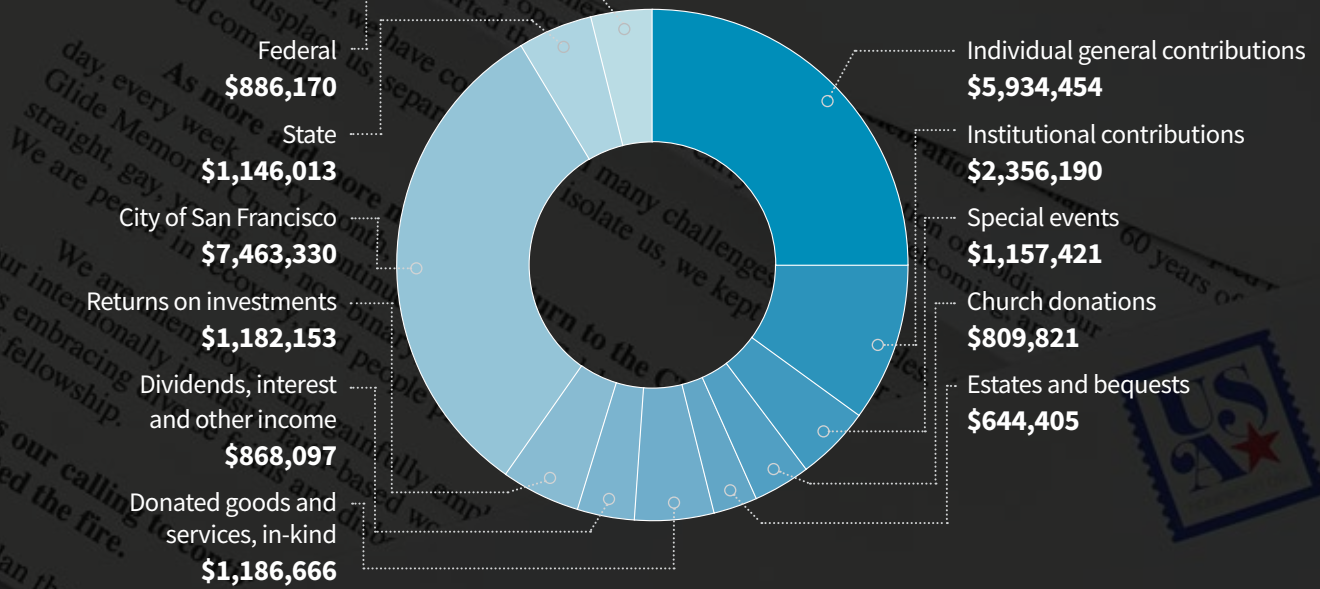
GLIDE fared better during the pandemic than many nonprofit organizations: we stayed open while others had to shutter. But we still experienced unexpected transitions. Chief Financial Officer Erby Foster passed away in August 2022, one month into the fiscal year, and his successor, Rosalia Aquino, began her role at GLIDE in April 2023. She has since led her Finance team to partner with the Fund Development and Accountability departments to balance GLIDE's books and maintain our reputation as a break-even, self-sustaining nonprofit.

GLIDE earned 40 percent of its operating revenue from contractual obligations to government agencies. These contracts that support core services to the community and advance key innovations in the field through strong data collection and rigorous evaluation. Another 51 percent of operating revenue came from generous donors. The remaining 9 percent was derived from passive investment income. Our goal is to develop government partnerships as a greater proportion of our overall budget to reduce dependence on donations.

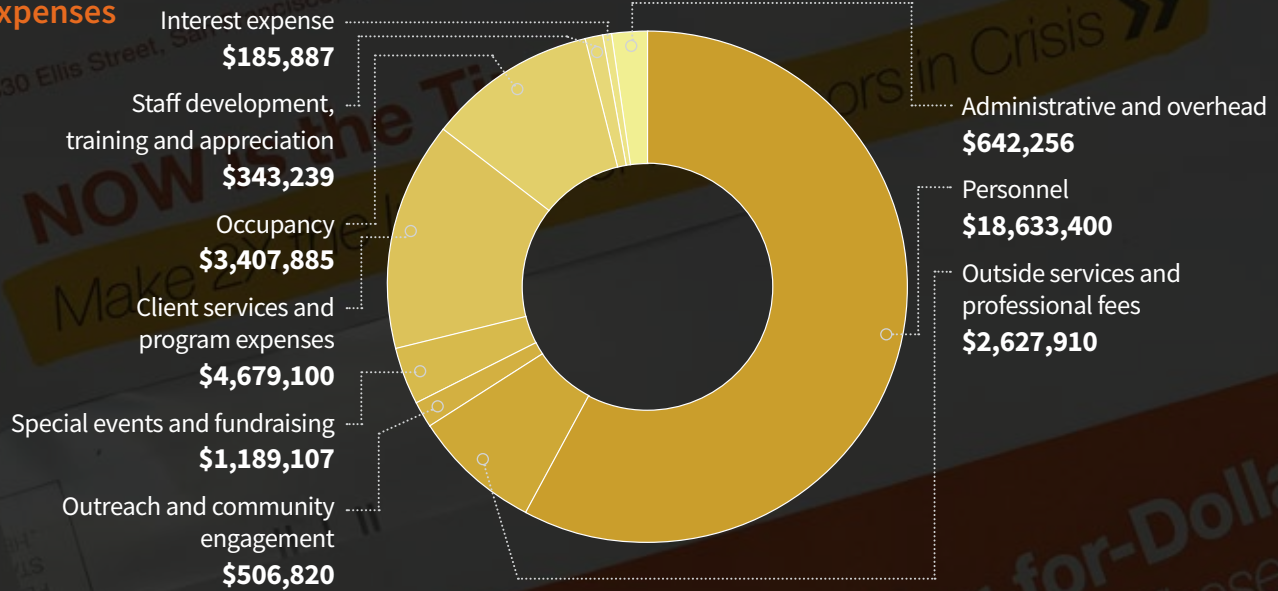
The majority of GLIDE's spending in fiscal year 2023—78 percent—went to client services, assistance and support, including personnel and workforce development (which together comprised 61 percent of our spending). This is consistent with other community-based service delivery organizations of our size and stature. The remaining 22 percent of our expenses were for administration and technology enhancements. In fiscal year 2024, our goal is to enhance client services by gaining efficiencies in other areas.

GLIDE's Board of Directors, through its Finance, Investments and Audit Committees, has exemplified prudence and diligence in fiscal oversight throughout the past fiscal year.

Revenue



Expenses





BOARD OF DIRECTORS AND EXECUTIVE LEADERSHIP

Kaye Foster, *Chairperson* | Mary Glide, *Vice Chair* | Cheryl L. Flick, *Secretary/Treasurer* | Ime Archibong Crickette | Brown Glad | Chris Cimino | Emily H. Cohen | Paula R. Collins | Judge Charles Crompton | Dr. Erica Lawson | Tracy Layney | Allison L. Magee | Hydra Mendoza | Sharon Osberg | Del Seymour | Virginia Walker | Ross Weiner | Dr. Gina Fromer, *President & CEO*

GLIDE MARKETING COMMUNICATIONS & EXTERNAL AFFAIRS STAFF

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Tri Nguyen, *Director of Marketing Communication*
Francesca Delgado-Jones, *Director of Public Affairs*
Byron Gordon, *Communications Manager*
Gabby Deyi, *Media Relations and Communication Manager*
Kenneth Ward, *Social Media & Digital Content Specialist*

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Valerie Feldman, *Senior Director, Strategic Learning & Impact*
Jordan Belton, *Director, Center for Applied Learning and Impact*
Gerry Serrano, *Graphic Designer*
Dawn Cunningham, *Writer*
Fund Development Department

Thank you to the entire GLIDE staff for their passion and commitment to our community.

glide.org | 330 Ellis St, San Francisco, CA 94102 | info@glide.org