

GLIDE Impact Report

RADICAL LOVE IN ACTION

2024 - 2025





SHOW UP FOR COMMUNITY, SHOUT OUT FOR COMPASSION

Dear Friend,

At GLIDE, we show up to love our community—in the best of times and in the hardest of times. We celebrate when a client finds housing, when we restore critical government funding, and when we gather in joy every Sunday.

We shout out for compassion when people fear for their rights, when we lose someone to overdose, and when the food line grows longer as safety nets fray. Where fear seeks to divide us, we rise together.

This past year, GLIDE has experienced tremendous growth as we’ve advanced our multi-year strategy, GLIDE Forward. At its heart is our Coordinated Care model—a unified approach that ensures anyone and everyone who walks through GLIDE’s doors receives the support they need to move toward long-term stability.

A priority of Coordinated Care is the way we show up for women, families, and children. Low-income families are the fastest-growing group of people experiencing homelessness in San Francisco, and the Tenderloin has the highest concentration of children in the city. Over the past year, we’ve worked to coordinate our many different programs for women and families. We look forward to celebrating a major milestone with you when we cut the ribbon on our new Transitional Age Youth Health



*“Where fear seeks
to divide us, we rise
together”*

and Wellness Center in 2026.

We’re also expanding our approach to behavioral health. We want to ensure that clients with behavioral health issues have the support they need in other areas of their lives (housing, food, community, substance use, and more). We’re investing in community programs that support mental health and substance use recovery—for example, opening a barbershop

that provides a welcoming space for older Black men to connect, access resources, and receive support.

Our legacy of unconditional love and radical inclusivity is expressed through all three doors of GLIDE: Direct Service programs, the Center for Social Justice, and Glide Memorial Church. People come to us because they are hungry—and they leave not only nourished, but also with diapers for their children, a warm jacket, a prayer for their family, and an invitation to join the movement for justice.

Thousands of volunteers serve hundreds of thousands of meals with us each year and walk away transformed! After volunteering at GLIDE, NBA legend Charles Barkley’s perspective on San Francisco shifted, leading to a significant contribution in support of community revitalization. There’s no way to engage with the radical inclusion and unconditional love of GLIDE and walk away unchanged.

We have so much to celebrate as we step into a new year—and yet, the work continues. I invite you to join us—to show up and show out for LOVE—as we carry this promise and legacy forward. Together, I know we can do it!

With all my heart,

Dr. Gina Fromer
President & CEO, GLIDE

GLIDE'S *IMPACT* AT A GLANCE

WE SHOWED UP FOR FOOD, SHELTER, AND HYGIENE

620,513 total meals served
122,854 meals served to go
1,705 meals served daily (on average)
317 people received rental assistance
2,850 people received hygiene kits, socks, and blankets

WE SHOWED UP FOR JUSTICE

We advocated with policymakers for housing support, healthcare, family services, and food insecurity for our clients.
39 state bills
23 federal issues
16 local issues

WE SHOWED UP FOR HEALTH

696,087 health access supplies distributed
2,041 tests were administered for HIV, STIs, or HepC
5,168 doses of Narcan distributed
56 people enrolled in Medication-Assisted Treatment for substance use

6,443+

people received in-depth services: rental assistance, financial and parenting classes, recovery groups, childcare & more

\$31M

budget fueled by individual donors, corporations, private foundations, and government contracts

8,675

volunteers dedicated 52,451 hours to provide free program support

2,422

people connected to social benefits like CalFresh, SSI, and/or free transit

5+

Recovery groups led by Glide Memorial Church

3,000+

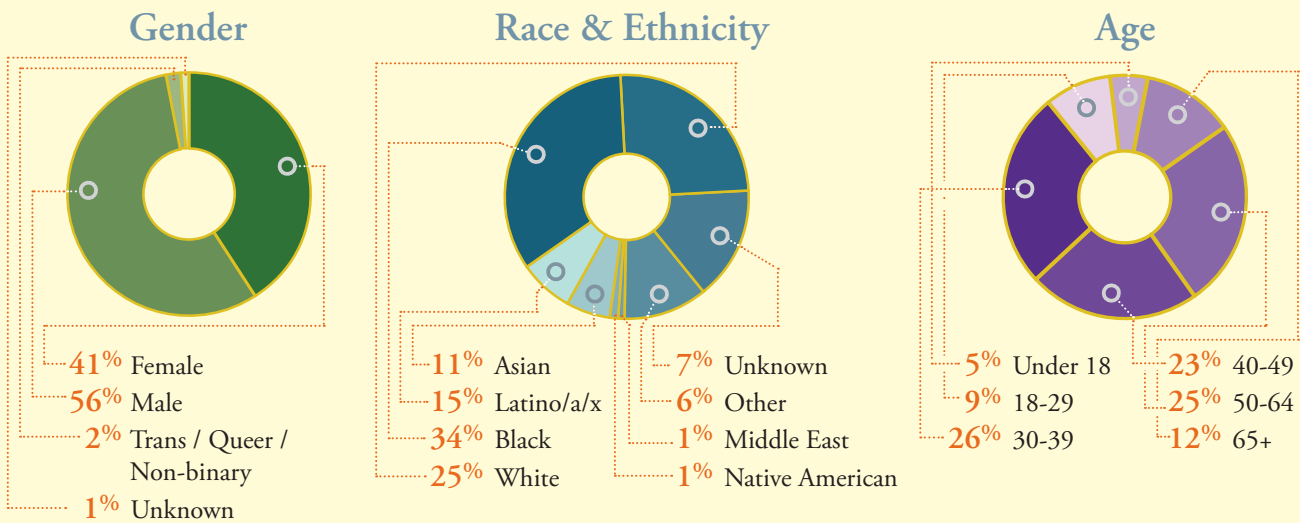
prayers requested from Glide Memorial Church

HOW WE SHOW UP FOR OUR COMMUNITY

We continue to show up for our community in powerful and meaningful ways. Through dedicated outreach, we meet people exactly where they are. Our programs deliver whole-person care that supports individuals and families beyond immediate needs, while our church community provides spiritual care and healing for those seeking connection and hope. At the same time, our Center for Social Justice advocates alongside policymakers to advance systemic change and strengthen the conditions that allow our community to thrive.



WHO WE SERVED



SHOWING UP FOR A BIGGER COMMUNITY: MOBILE OUTREACH

Our mobile service delivery model ensures that we reach community members beyond our Ellis Street sites, helping more people in need get connected to GLIDE and our partners.



Health Empowerment and Access Team (HEAT) Preventing Illness & Death

HEAT provides health access services in the Tenderloin, Bayview and SoMa: disease testing, wound care, Medication-Assisted Treatment (MAT) for opioid use disorder, overdose prevention, and more. GLIDE's HEAT is supported by grants from the San Francisco Department of Public Health and the Sierra Health Foundation. Meeting people where they are for these services is critical, especially for unhoused community members who may be displaced by sweeps or those who are far from centralized social services. While most of GLIDE's HEAT clients are located in the Tenderloin, just under half are located in other parts of San Francisco. Accessing just one of these services can be an important on-ramp to greater stability.

For instance, when Carly began receiving MAT services from GLIDE, her life changed. She also joined support groups for women at GLIDE, where she felt "seen" for the first time in ages. Listening to other women share

their experiences showed her she wasn't alone in her struggles with recovery and housing. That connection gave her the courage to keep showing up.

Lauren Etchingham, GLIDE's MAT Navigator, listened when Carly needed to talk, reminded her of her progress, and stayed consistent even on the hardest days. "Lauren has been there for my health, my emotions, everything," Carly says. "She never gave up on me. GLIDE makes me feel like I matter. I don't carry shame for what I've been through anymore." With GLIDE's loving support, after being unhoused for two years, Carly is now preparing to move into her own housing.

**"SHE NEVER GAVE UP ON ME. GLIDE
MAKES ME FEEL LIKE I MATTER. I DON'T
CARRY SHAME FOR WHAT I'VE BEEN
THROUGH ANYMORE."**

Cecil Williams Community Ambassadors Building Bonds

34,747 | referrals and connections to services

138 | meetings with partner organizations

Ambassadors serve as a trusted presence in the Tenderloin, offering in-the-moment crisis intervention, service referrals, and follow-up support. They save lives from overdose, help people find housing, and encourage empowerment and recovery. This year alone, Ambassadors have administered 221 doses of life-saving Narcan to community members showing overdose symptoms. They respond to calls from neighbors and business owners, addressing areas of concern in a trauma-informed way. This approach strengthens neighborhood safety and community connection.

One Saturday in April, Community Ambassadors Troy and Rabihah found a 65-year-old man experiencing an overdose. They administered two dosages of Narcan and called 911. Thanks to their intervention, the man regained consciousness, and paramedics took him to the hospital. That's a day in the life of an Ambassador.



Spiritual Care Navigators Combatting Loneliness and Despair



Our faith-based Spiritual Community Care Program, with support from the Stupski Foundation, delivers trauma-informed care to Tenderloin residents facing serious illness, aging, and end-of-life crises—especially to those who are unhoused, isolated, or in unstable housing. Our Spiritual Care Navigators engage hundreds of people, offering comfort and referrals to services including hospice, senior services, housing, and other health resources.

One day, Glide Memorial Church's Spiritual Care Navigator Shavonne Allen struck up a conversation with a pregnant woman who shared that she was just one night away from being homeless. Shavonne made some phone calls and connected her to San Francisco's Homeless Prenatal Program and UCSF's Black Wellness Clinic. With their help, the woman found supportive housing, maternity clothes, and support groups. Shavonne said, "She was very moved just by having the support. She was not expecting it!"

SHOWING UP DEEPLY FOR COMMUNITY: WHOLE PERSON CARE

Whole Person Care means meeting people where they are and walking with them toward stability. Poverty touches every part of a person's life, so we focus on ten life domains—housing, food security, mental health and wellness, and more—while tracking progress through personalized case management. Because of our broad-ranging services, support, and partnerships, GLIDE is uniquely equipped to ensure that none of our community members are left behind.



Deepening Support for Women, Families & Children

272 | families served

10% | of families access services through multiple GLIDE programs

142 | children attend GLIDE's childcare or afterschool programs

Women and families navigating poverty come to GLIDE for various reasons – food, essential resources like diapers and baby formula, support to escape intimate partner violence—and many do not have stable housing. About a quarter of the families who use our Family Resource Center aren't able to rent their own homes; instead, they stay with friends and relatives, in shelters, live out of vehicles, or on the street.

GLIDE connects parents and children to a variety of services that will increase their stability, now and in the future. Research shows that evidence-based prevention programs like GLIDE's – parenting classes, workshops on healthy relationships, parent-child enrichment activities,

and activities to build social-emotional skills for children – are the key to breaking intergenerational cycles of poverty and for children to thrive later in life. But participating in such programs can be challenging for low-income families navigating multiple children, work, language barriers, and other challenges. This is why GLIDE does everything possible to make these services low-barrier.

This year, supported by a grant from the San Francisco Department of Early Childhood, GLIDE created a space within our Family Resource Center to help young children stay occupied and entertained while parents receive services. This doubled participation in drop-in child watch services, allowing parents to participate in supportive services and workshops. GLIDE's Childcare and After School Programs not only help economically precarious families hold onto their jobs, they also provide a foundation for children to thrive. Early childhood development is vital for success later in life; GLIDE's programs teach children resilience, provide support with academic enrichment, and help children build confidence and gain exposure to new experiences and life skills.



Supporting Children Leads to a Brighter Future

Jamel George often says, “I’m forever a child of GLIDE.” From 5th to 6th grade, when he and his mother were unhoused in San Francisco’s Tenderloin, GLIDE became their sanctuary.

GLIDE provided meals when food was scarce and \$100 summer vouchers that allowed Jamel to shop for back-to-school clothes at GAP. When housing was uncertain, GLIDE stepped in with support. Just as important, Jamel saw his mother embraced with compassion as she began her recovery from substance use. With GLIDE’s encouragement, she found stability and started a career, showing Jamel what transformation looked like.

Today, Jamel is the founder of Lemaj Raymon, a luxury fashion house whose suits are worn by stars such as Curtis “50 Cent” Jackson and Michael B. Jordan. His journey from the Tenderloin to the world stage is living proof that GLIDE’s love and support can shape not just individuals, but families and generations. Today, Jamel is a volunteer in our Meals program.

“I’M FOREVER A CHILD
OF GLIDE.”



Empowering Women in Crisis

369 | Women's Center clients served

75% | Women's Center clients are unhoused

1,166 | Women connected to GLIDE's outreach

990 | Service encounters, including advocacy and crisis intervention

GLIDE stands with people during their most urgent crises. Our newly re-opened Women's Center, supported by grants from the Mayor's Office of Housing and Community Development and The Church of Jesus Christ of Latter-day Saints, offers clothing, emotional support, problem-solving, service referrals, and hygiene kits. First-time visitors receive welcome kits that include beauty products, and other confidence boosters like handwritten cards from volunteers. To build community, we host Fun Fridays, feature a rotating calendar of bingo, spa day, crafts, and more. Our partnerships include the Homeless Prenatal Program, Black Women Revolt, La Casa de las Madres, Raphael House, Asian Women's Shelter, Cooperative Restraining Order Clinic, and more,

to help us best reach and serve women in need.

When the SF District Attorney's Office realized a trafficking survivor in her mid-twenties needed help this year, they referred her to our Women's Center. Coming directly to GLIDE from the hospital, she was terrified and wanted to return to her city of origin. Women's Center staff worked with her on a safety plan, booked her a hotel room, and guided her to it safely. She received an Amtrak ticket and a gift card to ensure she had the necessary resources to return home.

As she rode the train home, she texted Je Ton Carey (our Senior Director of Women, Children, and Family Services) along the way to check in. When she reached her destination, Je Ton made sure she also connected with a Women's Center in her home city.

More than just providing economic resources to escape abuse, GLIDE provides emotional resources. Nothing gives you courage like someone having your back. "I never want our Women's Center to feel cold and clinical," Je Ton said. "I want it to feel like you're walking into your auntie's house or your grandmother's house." GLIDE is like family for people in crisis, and sometimes, that makes all the difference.



Growing Programs for Behavioral Health and Wellness

96 | people attended Behavioral Health and Wellness support groups

63 | people enrolled in Behavioral Health and Wellness case management

This year, GLIDE integrated our Health Empowerment and Access Team (HEAT) with new behavioral health and wellness programs. Because untreated illness can contribute to substance use—and substance use can worsen health conditions—addressing the whole person leads to more effective

and lasting outcomes.

Our outpatient counseling groups provide a vital and secure environment for clients to engage in open dialogue and develop essential life skills. This year's groups included Cognitive Behavioral Therapy (CBT), Anger Management & Patterns, Community Connections, Early Recovery, Emotional Regulation, Emotional Resilience, Forgiveness in Recovery, Grief & Loss/Trauma, and Housing Connections. These interventions interrupt cycles of substance use and interaction with the justice system. Clients are referred from probation services and community partners like Urban Alchemy and Five Keys.

HELPING PEOPLE TO STABILIZE: FOOD, HOUSING, AND SAFETY



Food as a Doorway to a Better Life

620,513 | total meals served in FY25

122,854 | of those meals were served on the go

1,705 | meals per day served on average

Many people come to GLIDE for the food and stay for the community and life-transforming care. People who come for a meal might find rental assistance, recovery, or other programs. Their journey to a new life often begins with a few simple words: “We’re serving fried chicken today.” GLIDE’s Free Meals Program is supported by grants from the San Francisco Human Services Agency.

When people’s essential needs are met, they experience greater stability, and can spend more energy engaging with services that can help transform their lives and are more likely to pay it forward. No one should ever go hungry in San Francisco. “When we feed hungry

families, those families become partners in the struggle to make a better city for us all.”

This year, GLIDE’s Center for Social Justice successfully advocated with the California Hunger Action Coalition for funding in the state budget for programs addressing hunger and food insecurity. As a result, the state awarded \$307.2 million to organizations across the state to improve access to fruits and vegetables, food for children in the summer, California-grown food at food banks, and free diapers. GLIDE is also a long-term supporter of the School Meals for All campaign, and this year our coalition won \$1.93 billion to continue to guarantee free breakfast and lunch to all public-school students, equating to an estimated one billion meals next year.

“WHEN WE FEED HUNGRY FAMILIES, THOSE FAMILIES BECOME PARTNERS IN THE STRUGGLE TO MAKE A BETTER CITY FOR US ALL.”

DR. GINA FROMER



Wells Fargo Renews Commitment to Keeping San Franciscans Housed

Wells Fargo’s partnership helps families weather financial hardship without losing their homes, a commitment Dr. Gina Fromer says, “changes lives and strengthens our community.” A major 2022 investment from Wells Fargo launched GLIDE’s Rental Assistance Program, which prevents homelessness by covering urgent rent gaps, move-in costs, and security deposits for San Franciscans facing temporary crises. In a city with a severe shortage of affordable housing, the program fills critical gaps for households unable to access public assistance. With \$100,000 in funding, GLIDE stabilized housing for 39 households and supported case management and housing-stability workshops—resulting in 100% of assisted clients remaining housed after three months.



Preventing Homelessness

Rental Assistance

317 | people received rental assistance

\$965,254 | in rental assistance distributed (Security + 1st Month Rent)

Reversing Systemic Inequity

70% | Identify as Black/ African American

54% | Identify as women

The best cure for homelessness is prevention. Through our Walk-In Center, GLIDE works with people at risk of homelessness to connect them with rental assistance. The trauma of becoming homeless creates a downward spiral that can be difficult to recover from—keeping people housed is vital. GLIDE distributes funding from corporate sponsors like Wells Fargo and connects people to other funding sources including Catholic Charities and Season of Sharing.

Candy is a single mom with two kids who benefited from our rental assistance program. Her family is originally from the Philippines, and she works as an administrative secretary for a San Francisco hospital. Rising rent made it impossible to afford her apartment of 25 years, and her apartment owners stopped making repairs. She and her children were walking around puddles whenever it rained, so they were relieved to be awarded subsidized housing, but Candy couldn’t afford the required security deposit. She called everywhere asking for assistance, and DeMarco McCall at GLIDE’s Walk-In Center was the only person to return her call. She received \$9,600, which made it possible to keep her family housed.

We also address homelessness prevention at a systems level. This year, GLIDE’s Center for Social Justice successfully advocated alongside the Homeless Emergency Services Provider Association (HESPA) for \$77.1 million for housing and shelter for adults experiencing homelessness, and \$22.5 million for housing and services for transitional aged youth experiencing homelessness.

SHOUTING OUT FOR COMPASSION: GLIDE MEMORIAL CHURCH

GLIDE is a powerful voice for compassion in our city because we combine the power of our church, our center for social justice, and our volunteers and programs into one voice—driving relentlessly toward unconditional love.



How the Church Spreads Compassion

- 293 | in-person Sunday celebrants on average
- 20+ | volunteer-driven Congregational Life groups
- 618 | virtual celebrants per week on average
- 3000+ | prayers responded to yearly

Creating Belonging

At Glide Memorial Church, every Sunday Celebration begins with an audacious welcome to those who live on the streets. Stories of Witness enrich the sermons given by our Minister. Together, we all hear from people in recovery, people recently released from incarceration, single mothers, and more. These stories remind us of our shared humanity and struggle; no matter our position in society, we all experience the same rollercoaster of emotions at difficult times in life. GLIDE is one of the only places in the city where millionaires and unhoused people regularly exchange hugs—and one of the best places in the city to feel just how much we have in common with one another.

“UNDER THE NEW GENERATION OF CHURCH LEADERSHIP, CENTERING TRANS KIN, TWO-SPIRIT ELDERS, BALLROOM SAINTS, AND HOUSELESS VISIONARIES ISN’T JUST ‘INCLUSION,’ IT’S CONTINUOUS TRUTH-TELLING ABOUT WHERE GOD PITCHES HER TENT. WE HAVE IGNITED A BOUNDARY-BREAKING MOVEMENT WHERE QUEERNESS, BLACKNESS, INDIGENEITY, DISABILITY—EVERY GOD-SHAPED ANGLE—MEETS AT ONE WIDE TABLE.”

MINISTER MARVIN K. WHITE



Glide Ensemble and Care Choir Spreading Love and Joy

The Glide Ensemble has always spread the music of love and joy across the Bay Area, but this year the Care Choir paid special visits to those in hospitals and hospice beds, bringing tears of joy to those in need of more community support. On one of their monthly visits to the Maitri Hospice, the Care Choir focused their attention on a gentleman who had just finished an extended hospital

stay. Zoe Ellis, Minister Marvin, and six Glide Ensemble members gathered at his bedside, sang gospel songs, held his hand, and prayed with him. He cried in relief and joy during the songs, smiling as tears flowed down his face and were wiped away. In a whisper, he told the choir how much the concert meant to him.



Congregational Life Groups

Congregational Life Groups provide an opportunity for GLIDE’s church community to give back, get involved, and live spiritually rich and meaningful lives. New Congregational Life groups that began this year include Burellercise (an inclusive exercise program), Breathwork (a relaxing spiritual exercise taught by a father-daughter pair), and Mothers to Mothers (a support group for mothers with custody battle experience). All congregational life groups are volunteer led and run, and drive engagement with other parts of GLIDE. People who attend our Congregational Life groups often end up volunteering elsewhere within GLIDE.

EMPOWERED AND ENGAGED: CENTER FOR SOCIAL JUSTICE



Social Justice Academy

This year, GLIDE trained a second cohort of people with lived experience of substance use through GLIDE's Social Justice Academy (SJA). SJA Advocates developed strong relationships with decision-makers in San Francisco and Sacramento and conducted extensive research with affected populations. A survey of SJA alumni revealed that the majority of alumni felt newly confident advocating for their community at San Francisco City Hall as a result of the program. This program was made possible by a grant from the Sierra Health Foundation.

At the end of their fellowship, our cohort submitted a report of recommendations to city policymakers. The report advised leaders to focus on more affordable housing as a support for recovery services, and to create wellness hubs, peer-led advisory councils, and cultural competency training to increase access to services and preventative care.

We followed up with a graduate from a prior year's Social Justice Academy to discover how she'd put her training and skills to use since graduation. SJA alumni, Claudia, immigrated from El Salvador at 18, determined to build a better life for her family. Her journey into advocacy began with navigating language, housing, and education barriers, and it often felt difficult to advocate for herself in a second language.

After joining GLIDE's Social Justice Academy, Claudia gained confidence, training, and connections that prepared her to take action. Since graduating, Claudia has been active in labor rights with Unite Here Local 2, volunteers with Mission-based nonprofits, and speaks out for immigrant families and disability rights in schools. She believes it's important that immigrants speak for themselves—not allow others to speak for them.



Transformational Learning Programs: The Alabama Pilgrimage

The Alabama Justice Pilgrimage is an immersive, experiential learning program that seeks to offer deeper insight into American history, highlight inequities in health, economic, and criminal justice outcomes, articulate connections between slavery and mass incarceration, and interrupt current narratives about oppression, crime, and punishment. Seventy-eight people participated in the Alabama Pilgrimage this year.

This multi-day transformational journey is central to GLIDE's work to heal the wounds of enduring racism and economic inequality in San Francisco, the Bay Area, and beyond. This year, we reached out to Alabama Pilgrimage alumni and asked them how they were applying the insights gained to their work on an ongoing basis. Here are a few of the answers:

"The pilgrimage led to the development of de-escalation and anti-bias trainings for frontline care team members. These trainings have enabled us to take a more balanced and measured approach when escalations occur."

-Dr. Glenn Rosenbluth, pediatric hospitalist at UCSF

"I recently changed my last name from the slave name to one of my choosing, honoring my mom's last name."

name. My time on the pilgrimage was the catalyst for that... The magnitude of this project's importance is now more poignant than it has been since the Civil Rights Movement."

-Joshua Stone, formerly Joshua Fears,
Registered Nurse at San Francisco
Department of Public Health

"The pilgrimage has taught me many lessons professionally and personally. Often, I am intentional about pausing and examining how one may view a situation before responding and/or reacting. With this practice I consistently give grace in circumstances that I may not have previously."

-Stephanie L. Collins, DNP, APRN, RN, Vice
President and Assistant Vice Chancellor of
People Wellness at UCSF

The trip was transformational for both personal growth and institutional policies, and helped professionals communicate better around complex issues involving patient care.

To learn more and join us for
our next pilgrimage, visit:
glide.org/alabama



VOLUNTEERS SHAPE GLIDE



Helping Many Communities Become One

- 8,675 | people volunteered this year
- 52,451 | hours of volunteer work were completed
- 243 | school groups volunteered
- 298 | corporate groups volunteered

This past fiscal year, GLIDE expanded our volunteer program by 22%—making us the largest single-site volunteer department in all of San Francisco. We are honored that so many volunteers chose to dedicate their time to supporting the dignity, humanization, and respect of San Francisco’s most vulnerable communities here in the Tenderloin. In our Meals department, 100% of our meals are served by volunteers—they truly make this work possible.

We couldn’t do it without our corporate and school group volunteers, either. Our dining hall is special because it’s a place where all facets of our San Francisco community come together. Volunteering at GLIDE is a deeply meaningful experience that builds community between different groups of people that don’t always get to interact together.

CORPORATE VOLUNTEERING AND PARTNERSHIP



Celebrating 30+ Years of Partnership with GAP Inc.

- 511 | volunteers from GAP Inc. in one year
- 1,700 | hours volunteered
- 20,158 | meals served by GAP Inc. volunteers

Inc. sponsors GLIDE’s annual holiday Grocery Bag Giveaway, a program that distributes groceries that feed approximately 16,000 people across San Francisco in one day. GAP Inc. sponsors a Holiday Shopping Spree, bringing all the children in our childcare and afterschool program to an Old Navy store for a \$100 shopping spree.

GLIDE’s partnership with GAP Inc. and the GAP Foundation began over 31 years ago, making them our longest-standing corporate partner. GAP Inc. sets a standard for corporate engagement and altruism: it is deeply committed to doing what is right, using its resources to bring about positive change, and doing it for the sole reason that it is the right thing to do.

Our partnership began when GAP Inc. sponsored holiday programming three decades ago. Today GAP

GAP Inc. has continued their second year of an unprecedented commitment to volunteerism: the company adopted our Wednesday lunch shift. Every month, a different business unit and leader is responsible for filling the four weekly volunteer shifts with their team. GLIDE’s partnership with GAP Inc. is a testament to the social impact that a company can have. We look forward to all we can achieve together in the next 30 years!

All of the ways GAP Inc. Supports GLIDE:

- Generous unrestricted grant funding
- Weekly volunteerism
- Event sponsorship
- Employee matched giving
- Employer matched volunteer hours
- In-kind donations



Donor Spotlight: Karen Smith-McCune

Karen Smith-McCune first came to a GLIDE Sunday Celebration decades ago and was struck by the message of unconditional love, a message she found radical and transformative. Five years ago, she and her husband deepened their financial commitment to GLIDE as a reflection of their belief in our shared mission. This year, Karen expanded her support by joining the GLIDE Health Hub team as a volunteer.

“I was inspired by what’s going on in the Health Hub. GLIDE staff treat everyone as a whole person. It’s not just services being handed out. It’s unconditional love in action.”

With a professional background in healthcare and prevention, Karen sees the Health Hub as a vital community resource.

“We’re supporting people in the GLIDE community to make healthy changes in their lives, wherever they are on their journey.”

For Karen, the Hub’s impact goes beyond health,

it’s about dignity, empowerment, and true human connection.

“The staff are so inspiring. They treat everyone with respect and compassion. They embody the ethos of GLIDE. I see it in their impact on clients.”

Karen and her husband have also ensured their support lives on for generations to come.

“We feel so strongly about GLIDE’s work that we wrote GLIDE into our will. We want to ensure the work continues and stays strong after we’re gone. It’s that important to us.”

Karen’s story reflects the power of compassion and commitment coming together. We are profoundly thankful for their dedication, which not only strengthens GLIDE but also inspires others to join us in building a radically inclusive community mobilized to alleviate suffering and break the cycles of poverty and marginalization.



**Thank you to our staff, donors, and supporters.
We cannot do what we do without you!**

Fiscal Year 2025 Report

Fiscal Year 2025 was a year of steady financial management and continued mission impact for GLIDE. Even amid rising community needs and a challenging economic climate, GLIDE ended the year demonstrating disciplined stewardship and strong support from our donors, partners, and government funders. GLIDE generated nearly \$30 million in total revenue, fueled by the generosity of individual donors, institutional grants, successful events, and stable investment income. This broad base of support allowed GLIDE to sustain essential services and continue advancing the GLIDE Forward strategic vision.

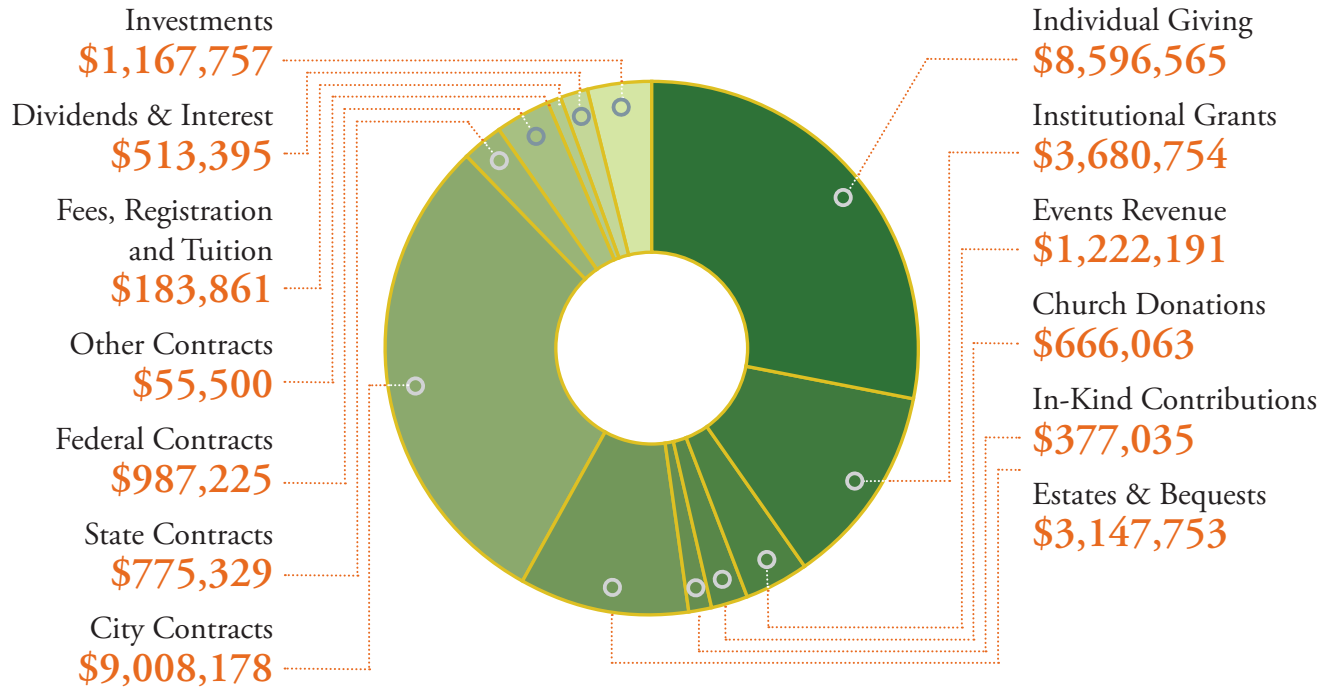
On the expense side, GLIDE invested just over \$30 million to maintain daily operations, expand outreach, and support a growing volume of services. As a people-centered organization, the majority of

these costs supported the frontline teams who deliver meals, operate family and childcare programs, provide behavioral health support, manage housing assistance, and lead community-centered advocacy.

Ultimately, GLIDE’s total net impact reflected strong financial stability and prudent management in a year of high demand. FY25 affirmed that GLIDE remains on solid financial footing, able to navigate economic changes while continuing to strengthen and grow its impact. GLIDE enters FY26 poised to enhance programs, expand services, and continue building a more just and loving San Francisco.

Howard Chi
Chief Financial Officer

REVENUE - \$30,381,605*



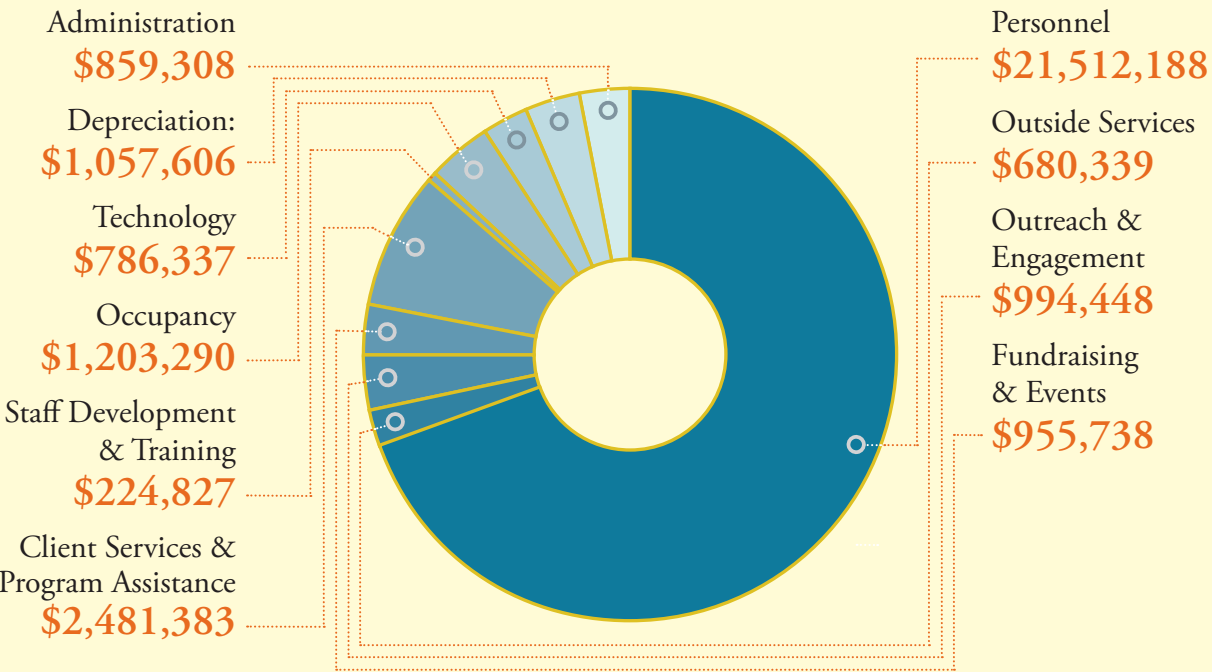
*Financials pending final audit

Board of Directors 2025

We’re so grateful for GLIDE’s Board of Directors for their exemplary service this fiscal year—we don’t know how we would do it without you.

Mary Glide, <i>Chair</i>	Dr. Erica Lawson
Logan McDonnell, <i>Vice-Chair</i>	Tracy Layney
Dr. Harold Collard, <i>Treasurer & Secretary</i>	Chris Cimino
Malcolm Walter	Hydra Mendoza
Allison L. Magee	Emily Cohen
Ross Weiner	Lynn Brinton
Judge Charles Crompton	Romney Resney
Paula R. Collins	Lesly Simmons
Del Seymour	Cheryl Flick

EXPENSES - \$30,755,464*



*Financials pending final audit



glide.org/impact-report-2024-25

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glide.org



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