Keeping our mission especially during shelter-in-place

We are Swords to Plowshares
We're a community-based non-profit 501(c)(3) organization that helps 3,000+ Bay Area veterans every year. We provide support in three key areas: financial stability, health & wellness, and housing.

Our Mission
War causes wounds and suffering that last beyond the battlefield. Swords to Plowshares' mission is to heal the wounds of war, to restore dignity, hope, and self-sufficiency to all veterans in need, and to prevent and end homelessness and poverty among veterans.

Our Philosophy
Our model of care is based on the philosophy that the obstacles veterans face — including homelessness, unemployment and disability — are interrelated and require an integrated network of support.

Our Vision
All veterans will have access to the care and services they need to rebuild their lives.

DEAR FRIENDS AND SUPPORTERS,

As I reflect on the events of this past year, including the COVID-19 pandemic, record unemployment, economic hardship, and social unrest, I am profoundly grateful and honored by the work of our dedicated frontline staff and the generosity of our community.

We recognized early on that the economic and health hardships of this virus would be felt most acutely by our clients. Many of the veterans we serve already face extreme barriers to their health, housing stability, and financial security. Driven by your commitment to our work, we adapted and restructured our programs to meet veterans’ needs while taking every precaution to keep our staff and clients safe. In 2020, 3,171 veterans entered our doors seeking support, and housing homeless veterans quickly became our top priority.

Despite delays caused by the pandemic, we were fortunate to move ahead with two new housing developments this year. As the shelter-in-place order went into effect in March, motivated staff moved 62 veterans into the newly opened Edwin M. Lee Apartments in San Francisco’s Mission Bay neighborhood. In August, we broke ground on Maceo May Apartments, which will create 104 new apartments for veteran families on Treasure Island. We are also nearing completion of a campaign close to our heart to renovate and install elevators at the Veterans Academy, vastly improving life for the 108 veterans with disabilities who reside there.

The pandemic affected nearly every aspect of the way we do business, but it did not affect our mission or purpose. We enter this new year with optimism as we continue to fight for the equitable distribution of resources and housing support for all veterans striving for a better future.

Warmly,

Michael Blecker
EXECUTIVE DIRECTOR
VIETNAM COMBAT INFANTRY
U.S. ARMY 1967-1970

Keeping our mission especially during shelter-in-place
On March 16, 2020, the San Francisco Bay Area announced a shelter-in-place order in response to the rapid spread of COVID-19. Swords to Plowshares immediately instituted work-from-home policies for administrative and program staff and reduced operations at our Drop-in Centers in San Francisco and Oakland. As a community organization providing essential services to veterans, we had to decide how best to carry out our mission while navigating a public health crisis. Our topmost priority was and remains protecting the health and safety of our staff and veteran clients. Since the initial shelter-in-place, we employed numerous safety measures and shifted service delivery to abide by evolving health guidelines. These included:

**OUR COVID RESPONSE**

- **Expanded** our emergency housing efforts into a standalone program to focus on sheltering homeless veterans
- **Provided** individual boxed meals and one-on-one wellness checks to residents in our supportive housing programs
- **Closed** communal gathering spaces, canceled group social activities and volunteer events, and limited outside visitors at our supportive housing sites
- **Increased** janitorial services and sanitation efforts across all housing sites; supplied housing sites with PPE and hand sanitizer
- **Implemented** flexible telework policies, providing the necessary technology and support to staff capable of working from home
- **Instituted** “mission critical” incentive pay and transportation reimbursement for direct service staff faced with transportation limitations
- **Re-arranged** staff desks and installed plastic barriers to maintain physical distance

We work on the frontlines, helping those who’ve served us on the frontlines.
Gregory Townsend (Air Force Veteran)
Outreach Specialist
PHOTO: Anda Chu/Bay Area News Group
YEAR IN REVIEW

SHELTERING OUR COMMUNITY’S VETERANS

In 2020, we provided direct services to help 3,171 Bay Area veterans live healthy, fulfilling lives. When COVID-19 struck, we focused our efforts on sheltering those veterans most in need.

- **80%** sought stable housing, 64% were homeless and 16% were at risk of homelessness
- **440** veterans housed in 6 permanent supportive housing sites
- **95%** retention rate for residents in permanent supportive housing
- **132** veterans lived in 3 temporary stabilization housing programs
- **218** veterans received financial assistance for rent and utilities
- **187** homeless veterans placed in their own apartments
- **518** veterans stayed in temporary emergency housing
- **34,766** nights of lodging provided for homeless veterans

YEAR IN REVIEW

OUR VETERAN PROFILE

- **55%** veterans of color
  - 7% Asian or Pacific
  - 41% Black
  - 45% White
  - 2% Native American
- **85%** low-income
  - including 45% below the poverty line
- **71%** disabled
  - including 37% PTSD and 14% Traumatic Brain Injury
- **50%** seniors
- **64%** of veterans who sought housing support are 55+ years old

PROGRAM INSIGHTS

<table>
<thead>
<tr>
<th>EMPLOYMENT</th>
<th>POLICY</th>
<th>LEGAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>51% of veterans who sought employment are in their 20s and 30s</td>
<td>Trained 908 Bay Area professionals in veteran cultural competency</td>
<td>69 veterans won $14.2 million in disability income and free VA healthcare for life</td>
</tr>
</tbody>
</table>
EMERGENCY HOUSING

In 2020, Swords to Plowshares provided 34,766 nights of emergency housing for 518 unsheltered homeless veterans. Acting as a temporary bridge to permanent housing placement, emergency housing is an integral component of our efforts to prevent and end veteran homelessness. Temporary hotel stays offer veterans respite from the streets and a safe, stable opportunity to address their health and unmet needs. Through an evidence-based approach known as “Housing First,” Swords to Plowshares houses veterans without preconditions; this ensures they have their most basic need met first. Once stably housed, veterans have freed capacity to work on overcoming transition barriers that contributed to their homelessness in the first place, including lack of income or mental health support.

When the COVID-19 pandemic struck the Bay Area in March 2020, Swords to Plowshares significantly scaled up its Emergency Housing program to get vulnerable veterans off the streets and into temporary shelter—the aim being to reduce their exposure to, and community spread of COVID-19. With CARES Act funding and generous foundation support, Swords has been committed to helping these veterans remain in temporary hotel stays for the duration of the shelter-in-place orders. We provided each veteran client with a phone, clothing, storage unit, and weekly groceries to support their overall well-being and food security. In 2021, we plan to move 100 veterans from emergency housing into homes of their own!
One of our most exciting developments this year was the opening of our newest permanent supportive housing site in San Francisco. Completed in February of 2020, the Edwin M. Lee Apartments – named after the late San Francisco mayor for his commitment to ending veteran homelessness – was a joint development by Swords to Plowshares and Chinatown Community Development Center. It has 62 units for homeless veterans with disabilities and 57 units for low-income families, with ground floor services for residents, neighbors, and the greater Mission Bay community. As such, it is the first development of its kind in San Francisco. All of the residents benefit from amenities such as a large community room and communal kitchen, a landscaped courtyard with areas for relaxation and play, a community garden, a computer lab, laundry facilities, and on-site resident services staff. With the addition of this site, Swords to Plowshares can now house 482 homeless veterans with disabilities in our Supportive Housing programs at any given time.
Swords to Plowshares opened its first permanent supportive housing program, the Veterans Academy, in 2000 in Presidio National Park. For the past 20 years, the site has housed and supported the most vulnerable veterans in San Francisco with a 95% or greater housing retention rate.

In late 2018, Swords to Plowshares began rehabbing the housing site, which had been repurposed from two U.S. Army barracks built in 1980. Now home to 108 veterans with disabilities, the buildings needed significant work to support aging residents. The remaining element of this renovation is the installation of two elevators—one in each three-story building. Most residents plan to age in place at the Veterans Academy with their peers, but stairs provide the only access to and from units on the upper floors. We moved residents with the greatest mobility challenges to units on the first floor, however many older veterans with chronic and degenerative health conditions still reside on the upper floors; and the number of veterans with impaired mobility will continue to increase. Without a safe, easy means to travel and engage with the community, these veterans remain isolated in their rooms, greatly impacting their mental health.

Swords to Plowshares seeks $2.5 million in capital funds to complete this much-needed project by the summer of 2021. We will be re-dedicating the Veterans Academy in honor of our late board member and dedicated veteran advocate, Jon W. Paulson, to the Jon W. Paulson Veterans Community. We need more partners to join us to complete this critical project as these veterans deserve to safely and comfortably age in place in their homes.

**ELEVATORS AT THE VETERANS ACADEMY**

Constanza Hevia H. / Special to The Chronicle

The rehabilitation of this project kicked off in 2018 with much-needed improvements which were completed in a year’s time. The elevator project presented unforeseen challenges, primarily upon discovery of soft ground that would not support the elevators. The project was delayed significantly to further assess and redesign the plan. The project is fully moving ahead at this time.

**PRESIDIO HOUSING REHABILITATION PROJECT**

**TIMELINE & BUDGET**

The rehabilitation of this project kicked off in 2018 with much-needed improvements which were completed in a year’s time. The elevator project presented unforeseen challenges, primarily upon discovery of soft ground that would not support the elevators. The project was delayed significantly to further assess and redesign the plan. The project is fully moving ahead at this time.

**Project Timeline:**
- February 2020: Notice to proceed
- March – September 2020: COVID delays project
- October 2020: Elevator prep
- November 2020: New hallway near elevators
- January 2021: New roofing
- March 2021: Elevators fully installed
- April 2021: Project complete

**Project Budget:**
- Construction total (elevators, foundation, roofing, hallways): $2,350,000
- Architect: $140,000
- Project management: $12,000
- Consultant (Engineer): $30,000
- Misc. costs: $25,000
- **Project Total**: $2,357,000
On September 18, 2020, we announced the groundbreaking of the Maceo May Apartments, which will provide 100% affordable housing for 104 formerly homeless veterans on Treasure Island when completed in 2022. This complex is the third housing project co-developed by Swords to Plowshares and Chinatown Community Development Center (CCDC). Previously, we worked with CCDC to develop Veterans Commons and the Edwin M. Lee Apartments, which created over 250 apartment units reserved for veterans, making a huge impact in the city’s homeless veteran population.

In addition to providing housing and on-site supportive services for future residents, this project also helps veterans with job training and placement. Veterans participating in a free construction job training program through One Treasure Island are being hired to build Maceo May Apartments.

The new apartment complex is aptly named in recognition of the dedication and advocacy of Maceo May, a Vietnam War veteran who worked at Swords to Plowshares for 12 years and subsequently served on our Board of Directors for 14 years until his passing in 2014. We hope to restore hope, dignity, and self-sufficiency for Bay Area veterans with these new homes and job opportunities.
SOCIAL NETWORKS FOR GOOD

In 2020, when all of us relied on our networks to stay virtually connected, a couple of our supporters used their online presence for good and inspired others into action to support local veterans.

This Vietnam Veteran In-Country ’70 & ’71 thanks you for your service, your sacrifice in service to others. There is no greater call to duty.

Supporter from Leigh’s peer-to-peer campaign

Leigh Ferrara, a well-known local yoga and movement instructor, hosted a virtual meditative movement class, donating 100% of the gifts made by attendees to support homeless veterans. Leigh created a peer-to-peer (P2P) fundraising page and pushed the link out to her students and friends to raise over $5,500 in small dollar donations, which were matched 1:1 by a generous donor for a total of over $10,000 within just 3 weeks!

Leigh Ferrara - Following ...

Leigh Ferrara: Join me this Sunday on Instagram livestream. I’m teaching a gentle, therapeutic class to support Bay Area veterans. All proceeds raised for the class will go directly to Swords to Plowshares, a veteran-founded organization providing essential support to at-risk, low-income, and homeless veterans in the Bay. Each $1 we raise up to $5K will be matched, so your donation is worth double. We’ve already raised $9K! No donation is too small. And if you can’t donate right now, please join anyway.

We’re all in need of some deep restoration in this moment. This class is like the coolest nap. Lots of love to you.

We now offer an easy tool for our supporters to host an online P2P fundraising event to raise awareness about and funds for Swords to Plowshares. It allows our supporters to create their own customizable campaign and seamlessly share with their networks on the social media platform of their choice and through e-mail. Please contact us at development@stp-sf.org to set up a P2P campaign and harness the power of your network to benefit homeless veterans in our community.

Jesse Thorn, host of Bullseye on NPR, harnessed the good in his 58k Twitter followers when he asked for gifts in memory of his father, a Vietnam-era veteran, Lee Thorn. On Twitter, he shared the remarkable legacy Lee left behind in the veteran community as an activist and advocate for peace, disability rights, and anti-poverty causes. Moved by Lee’s work, Jesse’s Twitter followers collectively raised over $7,800 for Swords to Plowshares within days.

Jesse Thorn: 6 12 458

I would love it if you gave some money in my dad’s memory to Swords to Plowshares, who provide direct services to veterans. swords-to-plowshares.org

Jesse Thorn: @JesseThorn - Jun 26, 2020

Here is a beautiful piece @KevinChorn wrote about my dad in 2003.

GIVING BACK / A Soldier’s Solace / One Vietnam vet finds redemption: Back then, the farmers say, morning in these 4,500-foot-elevation coffee-growing fields... sfgate.com

Jesse Thorn: @JesseThorn - Jun 26, 2020

Add a comment...
In 2020, COVID-19 made it more difficult for homeless veterans to access food, due in part to the lack of community resources and services as service providers faced increased expenses and decreased funding. Even veterans housed in permanent supportive housing sites, many of whom are aging and immunocompromised, found it difficult to find adequate food due to the shutdowns and health risks posed by the virus.

Swords to Plowshares worked relentlessly to address food insecurity faced by the veterans under our care. We strengthened our partnerships with local nonprofits, including the SF/Marin Food Bank, Meals on Wheels, Food Runners, Centro Latino de SF, and Glide to deliver nutritious meals to our veteran clients. The U.S. Department of Veterans Affairs loosened program restrictions during the crisis, giving us new ways to engage with homeless veterans by providing longer-term emergency housing and food services. For many months of the pandemic, we purchased and delivered weekly groceries to veterans scattered in temporary hotel stays across the Bay Area. Numerous San Francisco volunteers, called TogetherSF, came to our Drop-in Center weekly to contribute to this effort.

We also received many generous donations from corporate and community partners, big and small, that provided prepackaged meals throughout the pandemic. Most notably, Frontline Foods, a local chapter of World Central Kitchen that partners with 40+ local restaurants, supplied over $70,000 worth of prepackaged meals to veterans in our supportive housing programs from May to November. Thanks to the ingenuity and generosity of our partners and staff, we ensured the food security of the most vulnerable veterans among us during 2020.
At the start of the Bay Area’s shelter-in-place, Robert Whiteaker, a 59-year-old Air Force veteran, was referred to us by the VA.

This veteran was a successful electrician, but he suffered a series of strokes that left him unemployed, homeless, and with significant limitations in communication. Due to his sudden loss of interpersonal skills and independence, he was depressed and frustrated.

Unfortunately, there are no transitional housing programs in San Francisco that are focused on rehabilitation for physical health. Providing a good option for intensive wrap-around support, he joined Swords to Plowshares’ Safe Haven program—low-barrier transitional housing that offers comprehensive services intended to meet veterans where they are and be readily available when they choose to engage.

While at Safe Haven, staff helped coordinate his care with the VA and community providers so that he could receive treatment, including physical, speech, and occupational therapies. His word recall has improved significantly, and he has learned to better express himself through hand gestures and written and drawn communication. In addition, we helped him with finalizing his SSI case to finally receive full benefits. He was also allowed to bring his cat, Mr. Kitty, to live with him at Safe Haven. Regular income, steady housing and care, and the companionship of his cat all helped to decrease his stress and improve his confidence and overall health and well-being.

Finally on November 2020, he moved into one of Swords to Plowshares’ permanent supportive housing sites, the Veterans Commons! With the support of housing stability, he will continue to receive the wraparound care he needs so he can achieve better health and greater independence.
“BAD PAPER” AND THEIR IMPACT ON A VETERAN’S LIFE

It’s a population that tends to be much more impoverished and much more vulnerable than those with an honorable discharge.

MO SIEDOR
Legal Director at Swords to Plowshares

Not everyone who wore the United States military uniform qualifies to receive the care and benefits promised to them when they enlisted. In fact, over half a million veterans with an Other-than-Honorable, Bad Conduct, or Dishonorable discharge status (otherwise known as “bad paper”) are barred from healthcare and economic assistance from the Department of Veterans Affairs (VA). The rules that dictate discharge determination are often vague and flawed by inconsistent interpretation and discrimination; consequently, many veterans are unjustly denied VA care and benefits. For example, more than 100,000 veterans have been discharged with bad paper because of their LGBTQ identity.

In the summer of 2020, Swords to Plowshares participated in a forum hosted by the Veterans Healthcare Policy Institute to discuss how military discharge status can punish veterans by denying them critical services and benefits. In addition, our Legal Director, Mo Siedor, published an insightful article on Medium.com, VA Seeks to Deny Care to Veterans at Significant Risk of Suicide, advocating on behalf of veterans who are excluded from VA care due to minor infractions in their military records. She also testified before the House Veterans Affairs Committee to strongly urge U.S. policymakers to reconsider the existing regulations for veterans’ benefits eligibility since denying access to these benefits results in higher rates of homelessness, substance abuse, and incarceration for vulnerable veterans. Swords to Plowshares stands with veterans and asks the VA to create a more just, inclusive system that supports all veterans who served our nation.

In addition, Black airmen and soldiers are 71% and 61% more likely, respectively, to face court-martial and non-judicial punishment than their white comrades.
AWARD & RECOGNITION HIGHLIGHTS

Bank of America Neighborhood Builders Award
In 2019, Swords to Plowshares was selected by Bank of America as a recipient of its Neighborhood Builders Awards. We were one of 98 high-impact organizations chosen as part of Bank of America’s efforts to help address economic mobility, community development, and basic needs in the communities it serves. Through Neighborhood Builders, Swords to Plowshares gained access to $200,000 in flexible funding and leadership development over two years.

As part of the leadership training, our Executive Director and Chief Operating Officer attended training – which pivoted to virtual – in 2020. Our COO, Tramecia Garner, was particularly inspired by one speaker during the conference: “This presenter really shifted the narrative and gave me a new way to look at why non-profits should expect to be fully funded for their work, to include administrative staff, because without all those pieces we cannot provide high quality programming to our veterans. We cannot end homelessness if we cannot pay the team it takes to keep the operation moving forward.”

Share the Spirit Holiday Grant
Each winter, the East Bay Times, Bay Area News Group, and Contra Costa Crisis Center partner together to provide help and hope in the East Bay by recognizing and supporting impactful community-based organizations. Swords to Plowshares was named a 2020 grant recipient of their Share the Spirit program, which strives to make the holiday season brighter for vulnerable veterans in the East Bay. Their support enabled us to provide a bag of personal care items and cold weather necessities and a holiday meal for more than 100 unsheltered veterans. In addition to funding, these partners highlighted our work in the community in a dedicated East Bay Times article about the critical efforts of Swords to Plowshares’ Outreach staff and Emergency Housing Program.

San Francisco Giants & Levi’s Community Advocate Program
During the Summer of 2020, Levi’s and the San Francisco Giants teamed up to honor Swords to Plowshares and five other community nonprofits that responded quickly with new programming and services to serve those most in need during the COVID-19 pandemic. Awarded through their Community Advocate Program, Swords to Plowshares gratefully received a grant, shout-out on their website, and donation of much-needed reusable face masks. PPE is a critical resource to support our frontline staff providing 24/7 in-person care at our supportive housing sites. Both Levi’s and the Giants are dedicated and involved supporters of Swords to Plowshares, and we are grateful to have been recognized by them as a Community Advocate.
AUDITED FINANCIALS & INFRASTRUCTURE

Income

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government</td>
<td>$15,289,198</td>
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</tr>
<tr>
<td>Rent Subsidies</td>
<td>$3,704,602</td>
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</tr>
<tr>
<td>Foundations/Corporations</td>
<td>$2,797,646</td>
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<tr>
<td>Tenant Paid Rent</td>
<td>$1,435,462</td>
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</tr>
<tr>
<td>Donations &amp; Events</td>
<td>$1,132,929</td>
<td>4.2%</td>
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<tr>
<td>Investment &amp; Other Income</td>
<td>$2,841,677</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$27,201,514</strong></td>
<td><strong>100.0%</strong></td>
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Expenses

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<tr>
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<th>Amount</th>
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<tbody>
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<td>Housing Services</td>
<td>$10,986,931</td>
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<tr>
<td>Health &amp; Support Services</td>
<td>$3,963,108</td>
<td>14.8%</td>
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<tr>
<td>Employment</td>
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<tr>
<td>Legal Benefits Advocacy</td>
<td>$1,074,480</td>
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<td>Institute for Veteran Policy</td>
<td>$624,392</td>
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<td><strong>Fundraising</strong></td>
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<td><strong>Total</strong></td>
<td><strong>$26,786,088</strong></td>
<td><strong>100.0%</strong></td>
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</tbody>
</table>
Every dollar counts

OUR SUPPORTERS

$250,000+
- Craig Newmark Philanthropies
- Horace W. Goldsmith Foundation
- May & Stanley Smith Charitable Trust
- Sergey Brin Family Foundation
- The Harry and Jeanette Weinberg Foundation

$100,000 - $249,999
- Vince Acena Trust
- Bank of America
- Battery Powered
- Bob Woodruff Foundation
- Genentech Foundation
- Prudential Financial
- Wells Fargo
- William G. Gilmore Foundation

$50,000 - $99,999
- Equal Justice Works
- George H. Sandy Foundation
- John and Tina Keker
- Local Initiatives Support Corporation
- Safeway Foundation

$25,000 - $49,999
- Bigglesworth Family Foundation
- Disabled American Veterans Charitable Service Trust
- Bill and Trudy Drypolcher
- Ginnie and Peter Haas Jr. Fund
- Henry Mayo Newhall Foundation
- James Kennedy
- Sally Lewis
- Qatalyst Group LP
- Barbara Renfrew
- Shartsis Friese LLP
- VetsAid Inc
- Walther Foundation
- Y&H Soda Foundation

$10,000 - $24,999
- William and Emily Brizendine
- Chevron Corporation
- Coblentz, Patch, Duffy & Bass LLP
- Cooley LLP
- Robert and Judith Duffy
- Edward and Elizabeth Kozel Foundation
- Jeffrey and Victoria Edwards
- Evelyn & Walter Haas, Jr. Fund
- Facebook
- Hilltop Foundation
- Homes for Heroes Foundation
- Horizons Foundation
- Howard and Carolee White Foundation
- Kaiser Permanente
- Kirkland & Ellis LLP
- Latham & Watkins LLP
- Manatt, Phelps & Phillips, LLP
- Sherrie Millichap
- Morgan Lewis

$5,000 - $9,999
- Affirm Inc
- Baker & McKenzie LLP
- Cahill Contractors, Inc
- Cisco Systems Foundation
- DLA Piper Global Law Firm
- Duane Morris LLP
- Fenwick & West LLP
- First Tech Federal Credit Union
- Gibson Dunn
- Hanson Bridgett LLP
- Bob Kaliski
$5,000 - $9,999 CONT.

Kazan McClain Satterley & Greenwood
Keeler, Van Nest & Peters LLP
Kimball Townsend & Stockton LLP
LinkedIn
Nibbi Brothers General Contractors
Bob and Meg Nibbi
Kenneth Olivier and Angela Nomellini
Orick, Herrington, Sutcliffe Foundation
Pacific Gas & Electric Company
Pacific Union Development Company
Hew and Lindsey Pate
PayPal Inc
Perkins Coie LLP
Pinterest
Salesforce, Inc.
San Francisco Foundation
Paul Schrage
Sidley Austin Foundation
Silicon Valley Community Foundation
Skadden Arps Slate Meagher & Flom LLP
Stephen Snyder and Faye Orton Snyder
TPG Global, LLC
Colin Trevorrow
Union Bank
Venable Foundation

$2,500 - $4,999

Michael Agoglia and Rosemary Gillen
Alston & Bird LLP
AppDynamics Inc
Ian and Margaret Berke
Michael and Carol Blecker
Covington & Burling LLP
Michael and Stacey Dekshenieks
Susan Diristine
John Domingos and Claudine Marken
East Bay Municipal Utility District
Johnathan Hanks
Jennifer Heyneman-Sousae
Matt Johnson
JP Morgan Chase
Beverly Mills and Townsend Walker
Jim Morales and Lauren Hall
NextGen Policy
Luther and Carol Orton
Dianne Paulson
Pillsbury Winthrop Shaw Pittman LLP
Stephen and Suzan Plath
Susan Resley
Brian Rowbotham
Craig Severance
Sidney Stern Memorial Trust
James Slaughter
TM Financial Forensics LLC
Upwork
Peter Van Der Naillen and Bridget Flanagan
Western Digital Corporation

$1,000 - $2,499

Apple Inc.
Arthur and Charlotte Zitrin Foundation
Trish Bare
Thomas and Johanna K. Baruch
Nancy Bechtle
Russell Beckner Lemle
Paul and Alexandra Belonick
Valerie Booth
Mike and Sue Brandy
James Brinkman
Michele Brouqua
Robert and Carolyn Bunje
Steve Cadet
Thomas Callinan
Matt Caplan
John Carletrom
Anthony Cesano
Deb Clancy
Anne Clifford
Donald O. & Ronald R. Collins Fund
Bruce Colman
Comcast Cable
Louis Corvinelli

CoStar Group, Inc.
Joseph and Anne Crawford
Kieran Daly
Dentons US LLP
James DiCarlo
Corinne and John Dolan
Susan Edwards
Alain and Rosemary Entenhoven
Jason Flaherty
Ford Motor Company
Karen Frederiksen
Richard and Luisiana Gale Gartner
Genentech Inc.
John and Marcia Goldman
Google LLC
Steve and Mary Gorski
Judith Gronski
Jeffrey and Jessie Grote
Ryan Hassanein and Stacey Sprenkel
Carrie Haverty
W. Dean Henry
Hobson/Lucas Family Foundation
Rick Houlberg
Wanda Huber
Patricia Hughes
Susan Illston and James Larson
John Imboden and Dolores Shoback
Integrated Project Management Company
Kenneth and Carol Jesmore
Michael Job
Dion Jordan
K-Tek Resourcing
Barbara and Ronald Kaufman
Darlene Keith
Judy and Robert Kridle
William and Wendy LaBounty
Christopher Larosa
Levi Strauss & Co.
Philip and Cynthia Liu
Michael Lodge
Thomas Loran and Francine Radford
John and Lorry Luikart
John MacCoraghy
Niall McCarthy
Candy McCorkell
Catherine McLin
John McQuaid
Dylan McNelis
Mill Valley Fire Fighters Association
Dudley and Sarah Allen Miller
Jean Morris
Nixon Peabody LLP
Nonstop Administration and Insurance Services, Inc.
Neil O’Donnell
Pagar Duty Inc
Charles and Diane Paskerian
James and Susan Penrod
Jamal and Thomas Perkins
Rainbow Grocery Cooperative

$1,000 - $2,499 CONT.

Apple Inc.
Arthur and Charlotte Zitrin Foundation
Trish Bare
Thomas and Johanna K. Baruch
Nancy Bechtle
Russell Beckner Lemle
Paul and Alexandra Belonick
Valerie Booth
Mike and Sue Brandy
James Brinkman
Michele Brouqua
Robert and Carolyn Bunje
Steve Cadet
Thomas Callinan
Matt Caplan
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Anthony Cesano
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Ford Motor Company
Karen Frederiksen
Richard and Luisiana Gale Gartner
Genentech Inc.
John and Marcia Goldman
Google LLC
Steve and Mary Gorski
Judith Gronski
Jeffrey and Jessie Grote
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