My Dear Friends:

I want to give a heartfelt “shout out” to the hard work and contributions of countless individuals, organizations, and institutions for a fantastic year of activity and impact for the BOSS community. With your support, BOSS provided emergency respite services, clinical case management, workforce development, benefits and housing services to more than 2,000 individuals and families.

We maintained our deep commitment to health services and health reform, workforce development, and social justice initiatives. Continuing a tradition of innovation to advance positive social change, we refined our systems to be more efficient, provide better service, and have greater impact in the communities we serve. In an environment of continual regulatory changes and resource challenges, BOSS stays focused on our mission: serving each individual we encounter with dignity and respect while providing individualized services to meet their needs. In this report you will find our story told by the individuals we serve, along with our successes and challenges. We will always seek new and more effective ways to help, heal, and wisely invest the assets entrusted to us for community needs.

BOSS will remain a strong partner and a home for creative solutions for the social services sector as we continue “turning lives around” — with the warmest regards and greatest hope for social and economic inclusion that speaks to the inherent value of each human being.

All the best,

Donald Ivy Frazier
Executive Director

BOSS staff at an all-agency meeting and training
BOSS serves homeless and very poor families & individuals in Alameda County—approximately 2,000 people received shelter and housing services, with over 13,200 units of drop-in/respite service provided. These are people in deep poverty with the fewest resources—who come from inter-generational poverty or chronic homelessness, whose income is well below 20% of median area income, who may enter our programs with zero income due to welfare time limits, who have experienced domestic violence, incarceration, or hospitalization due to pervasive health needs, lack of income, and housing instability.

Homelessness and poverty affect all parts of our society: BOSS’s diverse constituency includes veterans, seniors, ex-offenders, single-parent and two-parent families, those with less than a high school education and those with college degrees. Other demographic factors include:
Many have legal barriers to overcoming homelessness (criminal justice, wage garnishment, debt, poor credit) and lack the skills needed for living wage work. Many also have serious health barriers, including:

Our residential capacity is 168 beds for singles, 48 units for families (all sizes), plus a variable-unit program that houses up to 29 people maximum (singles or families). BOSS also operates non-residential programs (income advocacy, drop-in center, leadership development project, employment programs).

Homeless advocates estimate it can take 37 hours a week to travel between service providers for services homeless people need. BOSS reduces this burden by housing multiple services and resources in each of our programs.

**Who We Serve**

- **Drug/Alcohol Issue**: 38.8%
- **Chronic Health Issue**: 53.8%
- **Developmentally Disabled**: 27.0%
- **Mental Health Issue**: 50.0%
- **Physical or Medical Issue**: 18.9%
- **HIV/AIDS**: 1.5%
- **Domestic Violence**: 5.0%

2,700 emergency bed-nights provided per month

5,540 meals provided per month

52% permanently housed from drop-in & shelter programs

77% permanently housed from family transitional houses

74% permanently housed from single adult transitional houses
BOSS works with people one-on-one to help them identify their barriers to housing and self-sufficiency, so they can participate in classes and services that will help them achieve their goals. Our core activities include:

- **Case management**: 1x1 assessments, planning, ongoing support and referrals to community resources.
- **Housing workshops**: Educating participants on types of housing, how to apply and overcome barriers, credit/savings issues, and more.
- **Benefits entitlement workshops**: Educating participants on available benefits, eligibility criteria, how to apply, and appeals.
- **Employment readiness workshops**: Educating people on job search resources, preparing resumes, interview techniques, workplace culture and etiquette, issues involved in job retention and advancement.

Staff providing one-on-one assistance—All BOSS participants receive individualized support from staff to set and pursue their goals.
1. Administrative offices, Community Organizing Team: 2065 Kittredge St., Ste. E, Berkeley
2. Multi-Agency Service Center (Clean Streets Program, Street Outreach Program, Representative Payee Program): 1931 Center Street, Berkeley
3. McKinley House: 2111 McKinley Avenue, Berkeley
4. Ursula Sherman Village (Harrison House shelter, Sankofa transitional house, Children’s Learning Center): 711 Harrison Street, Berkeley
5. Benefits & Entitlements Specialist Team (BEST): 2811 Adeline Street, Oakland
6. Casa María: 2280 San Palo Avenue, Oakland
7. Rosa Parks House: 521 West Grand Avenue, Oakland
8. Service Team/Housing Services Team, Shelter Plus Care: 2116 Broadway, Oakland
9. Partners in Reentry Employment Program: 1433 Webster Street, Oakland
10. South County Homeless Project: 258 West A Street, Hayward
11. Pacheco Court: 720-732 Bartlett Avenue, Hayward
12. South County Sober Housing: 21757 Meekland Avenue, Hayward
What We Do

Housing

The path to housing is different for each person, so BOSS provides multiple housing options:

**Emergency shelters:** Short-term beds with 30-day stays (extensions granted as needed) plus on-site services—from meals & laundry to personal service coordination and goal planning, life skills classes, computer labs, an after-school program for homeless children, and job training opportunities.

- **Ursula Sherman Village Singles Program** in Berkeley (60 single adults)
- **South County Sober Housing** in Hayward (24 beds for the mentally ill)

**Transitional housing:** Longer-term housing (up to 24 months) for families and individuals who need extra time to build job skills and address health crises while they seek affordable housing and stable income.

- **Ursula Sherman Village Family Program** (8 families)
- **Sankofa House** in Berkeley (10 families)
- **McKinley House** in Berkeley (6 families)
- **Casa Maria** in Oakland (17 beds for mentally ill adults and Transition Age Youth/TAY)
- **Rosa Parks** in Oakland (24 beds for single adults)
- **South County Sober Housing** (21 beds for single adults)

**Permanent housing:** Housing and services to help participants find permanent housing—from housing workshops and access to housing listings to one-on-one advocacy with landlords to temporary rental subsidies.

- **Pacheco Court** in Hayward (multiple size units, 29 people maximum)
- **Housing Services Team** in Oakland (serving all BOSS programs)
- **Shelter Plus Care/Housing Stabilization** (County-wide—temporary rental subsidies and case management)

---

**NEW: Street Outreach Project**

In 2014 BOSS launched a new initiative, funded by the City of Berkeley, to connect with those on the streets of Berkeley and Albany, build trust, assess their needs, and engage them in services with the goal of finding housing. The project targets youth, seniors, women, and others who are most vulnerable on the streets.

**NEW: Permanent supportive housing**

In 2014 BOSS converted our Pacheco Court transitional housing program to permanent supportive housing. The transition did not displace any residents: it removed the time limit on their stay, with the rights and responsibilities of permanent housing. Conversion is designed to increase local permanent housing stock, and increase project sustainability, due to the federal reduction in funding for transitional housing programs.
**Success story: Gwen Austin**

Gwen grew up in a college town similar to Berkeley called Evanston and attended the University of Chicago for 1 ½ years before dropping out and marrying her high school sweetheart. After five years of marriage and having a son together, they divorced. Gwen went to work, and spent 15 years at various Fortune 500 and 100 companies, moving between Atlanta, Seattle, and San Francisco, back to Chicago, and then to the West Coast, where she met someone and got engaged. In 2011 the couple returned to Chicago, but after 9/11 both of their employers were thrown into crisis: Gwen was laid off and her fiancé’s company closed.

Gwen returned to school then went back to the workforce, teaching women’s studies and social justice at local colleges, and volunteering for local nonprofits. In seeking full-time work, she was told she either had too much experience or not enough in the field she had just graduated from. Unexpectedly, Gwen discovered that the condo the couple had shared for five years was being foreclosed on. As the foreclosure progressed, their relationship fell apart. Suddenly Gwen found herself alone and without a job or housing. While talking with a friend in California, Gwen decided to move there and attempt to get back on her feet in a new setting. Yet when she arrived, the friend was not there to pick her up at the train station as planned, and Gwen was alone in a new city with no place to stay and no way to return. She called the police who told her to call 211. In 2013, Gwen arrived at BOSS’s Ursula Sherman Village housing program.

In BOSS, she found all kinds help to get back on her feet. Yet mentally, Gwen was in a difficult place. “I struggled being homeless because I was always in disbelief. I did everything right for my life and to have to take this sudden turn to poverty, devastated me to the core of my being.” BOSS helped Gwen apply for income, get a monthly bus pass, and enroll in health insurance. Gwen left the shelter every day with a goal—look for a job, make contact with an employer, go to a job fair. In her words, “I networked until I was blue in the face.” Staff met with Gwen regularly, to assist with her physical and emotional health, and housing search.

At a special event, Gwen met Donald Frazier, BOSS’s Executive Director, and convinced him to give her part-time work in the administrative office, helping to solicit donations. Gwen’s skills were quickly apparent, and she was offered full-time employment as a Development Associate and Community Organizer for the BOSS Community Organizing Team (COT)—a cause that had become close to her heart as she struggled to understand and address the root causes of what had happened to her. Gwen moved from Ursula Sherman Village into Rosa Parks Transitional House, and recently found her own apartment. Her goals are to continue to grow with her job, and be an integral part of what BOSS does to help people in the homeless community.

“My lesson is to know that anyone can be homeless and there should not be a stigma attached to people without homes as being a throwaway to society. Homelessness is a temporary state for the majority of homeless people.”
Health

Unmet health needs—physical, mental, emotional, and social—as well as overwhelming health care costs are frequent root causes of homelessness. BOSS helps people address health needs through multiple strategies:

- **Multi-Agency Service Center** in Berkeley: This site provides amenities, crisis intervention, referrals, and other drop-in services for up to 100 people a day, targeting the chronically homeless and mentally ill.

- **Health services in BOSS shelters and transitional housing**: All BOSS residential sites provide health education classes, medications monitoring, referrals, visits from public health nurses and nursing students, drug/alcohol recovery support, and referrals to clinics, vision care, children’s health care, and other specialty services.

- **Service Team**: BOSS operates clinical case management for people with severe and persistent mental illness in partnership with Alameda County Behavioral Health Care Services Agency. Staff help participants transition from institutions into permanent housing and stability.

**NEW: Covered California**

In 2013 BOSS became a Registered Entity with Covered California and enrolled a group of staff in trainings to become Certified Employment Counselors (CECs). These staff helped eligible BOSS participants enroll in the new health care program during the open enrollment period and will do so again this fall.

**Success Story: Ken**

Born in Tokyo Japan. Ken and his mother moved to California when he was a child. He attended El Cerrito High School, where he received a baseball scholarship to Arizona State University. He was drafted by the New York Mets where he played for five years until an injury ended his career. He tried for years, unsuccessfully, to get disability benefits for his injury. While working on this with Social Security, Ken was introduced to BOSS and moved into Ursula Sherman Village.

Staff assisted Ken in accessing the information & documents he needed to get SSI, and helped with transportation, making doctor appointments and other appointments. Staff helped with filing the proper paperwork and kept him posted on his case. He eventually received benefits, including back benefits, and is now permanently housed in his own apartment.

In Ken’s own words, “BOSS helped me completely.” Not just helping with paperwork, but encouraging him when he needed it. BOSS staff observed that Ken’s experiences took a lot out of him—from being a pillar in the community and depended on by his peers while a baseball player, to losing his job and role in the community and experiencing residual pain. His self-esteem suffered and he felt he had let his family, friends, and community down. He is still rebuilding his confidence and working to carve out a new life.

Ken has four children and a fiancé. His goal is to get married and be a loving husband and father. When asked what advice he would give to participants entering BOSS programs, Ken said, “You should give your total attention and cooperation, listen to those there to help you, as that will take you a long way.” Congratulations, Ken!
Income

Income adequate to pay for basic costs of living is necessary to remain housed and stable. BOSS serves disabled individuals and seniors whose sole source of income may be low fixed incomes as well as people who are looking for full or part-time employment. Services include:

- **Benefits advocacy:** Help applying for benefits in all BOSS housing sites.
- **Benefits and Entitlements Specialist Team (BEST):** Street outreach to help eligible people convert from General Assistance to higher and more stable Social Security income.
- **Financial literacy:** Classes in BOSS shelter/housing programs.
- **Representative Payee Program:** Budget management for individuals required by Social Security to have someone manage their funds.
- **Adult education/computer labs:** Computer access in BOSS shelters and transitional houses, plus referrals to college and training.
- **Clean City Program:** Temporary street cleaning jobs in partnership with the City of Berkeley.
- **Hiring our participants:** For over 35 years BOSS has had a policy of hiring from our target population. This best practice gives participants training and advancement opportunities, sets an example for other employers, and ensures that programs are shaped by individuals who fully understand constituent needs.

NEW: **Partners in Reentry Employment Program (PREP)**
This program provides comprehensive training and employment services to ex-offenders released under State Assembly Bill 109. Services are provided in partnership with St. Vincent de Paul, The Workforce Collaborative, InterCity Services, and the Probation Department.

NEW: **Individual Placement Services (IPS)**
This program provides employment and wraparound services for the severely mentally ill, to help them access and succeed in appropriate job opportunities and stabilize in housing.

**Partnership Profile: Free Juice Berkeley**

In 2013 BOSS began a partnership with Free Juice Berkeley, a juice-making company that makes creative juice blends from locally sourced produce and sells them at farmers markets, Berkeley Bowl, and a retail site in downtown Oakland. Free Juice uses BOSS’s restaurant-certified kitchen in West Berkeley to make juice. Its long-term goal is to train and hire BOSS participants into the company.
Social Justice

BOSS’s mission is to help people who are in need today, while working to help fewer people become homeless tomorrow by fighting the root causes. To that end, BOSS provides the following services:

- **Community Organizing Team (COT):** Skill-building and grassroots organizing to support the involvement of homeless and low-income individuals in system change. COT is consensus-based collective of homeless and low-income participants, supported by staff, who work on specific organizing goals with other social justice organizations while receiving ongoing skill-building.

- **Participant Involvement:** Inclusion at all levels of BOSS operations and planning through Resident Councils at BOSS shelter/housing sites, participant volunteerism, hiring participants as staff, and recruiting participants to the Board of Directors.

- **Community Planning:** Sharing BOSS’s lessons and data with policy makers, media, other nonprofits, and the public, to help shape better policy and allocation of resources to fight homelessness and poverty.

---

**Highlighted Campaign: Homeless Bill of Rights**

In 2013, the Western Regional Advocacy Project (WRAP) was the lead sponsor of the Homeless Person’s Bill of Rights and Fairness Act (AB5) that was introduced by California Assemblymember Tom Ammiano in December 2012. It was endorsed by over 108 local, state-wide and national organizations, including BOSS, who advocated for its passage and helped to raise awareness at the local and state levels. In April 2013 the Homeless Bill of Rights passed through the Assembly Judiciary Committee in Sacramento with 7 yes votes. It was then placed on suspense in the Appropriations Committee where it was killed without a vote.

BOSS, WRAP, and other partners are advocating to get the bill reintroduced with a new number, and will continue to fight for its passage. The campaign seeks to protect homeless people’s basic rights and prohibit the enforcement of local laws that violate these rights:

1. Right to move freely, rest, sleep, pray, and be protected in public spaces without discrimination.
2. Right to occupy a legally parked vehicle.
3. Right to share food and eat in public.
4. Right to legal counsel if being prosecuted.
5. Right to 24-hour access to “hygiene facilities”.
6. Require judges to consider necessity defense in homeless related cases.

To get involved in this campaign, contact Western Regional Advocacy Project (WRAP) at (415) 621-2533 or wrap@wraphome.org. Or contact Gwen Austin, BOSS Community Organizer, at (510) 649-1930 x 223.
2013 Bonner Leader: Julie Ann

Julie Ann Nepomuceno was an intern in the **BOSS Community Organizing Team (COT)** during 2013. Julie left COT to continue her journey in social justice in Washington, DC. She is majoring in Architecture and minoring in City Planning, Global Poverty and Practice, and Social Factors in the Built Environment at UC Berkeley and plans to graduate next summer.

Julie Ann worked with COT for one school year while studying at UC Berkeley. During that time, she attended rallies, lobbied in Sacramento, and created a Social Justice class that is now being taught at select BOSS sites. In DC, she will intern with the National Capital Planning Commission’s Office of Public Engagement. The federal agency oversees the Capital Region’s monuments, in part by working with existing communities.

“Working with COT was an eye-opening experience. In school, reading about social movements, it’s easy to forget the people who made it happen. Being a part of COT was a peak into how social change happens in the real world, in all its difficulties and successes. I’m happy to have been a part of it.”

![Julie Ann’s sweetness and positive energy—good luck and thanks for all your help!](image-url)
First Annual Rising Stars Youth Leadership Gala

Held at the Northbrae Community Church in Berkeley on June 5, 2014, BOSS and our partners—Berkeley Youth Alternatives (BYA), Berkeley High School (BHS), and Berkeley Technology Academy (BTA)—held a new annual event to honor 20 young people for resilience, hope, courage, and strength. Those in attendance were inspired to celebrate how gracefully and successfully they have met—and continue to meet—life’s most difficult challenges.

Youth were honored in 5 categories: role model, caring for family, consistency, new direction, and community involvement. As guests entered, the room was filled with color and decorated with the star theme. A quartet from the renowned Berkeley High School Jazz Band played classical music, and all evening there was plenty of delicious donated food. BOSS asked guests to write a special message of hope and inspiration and posted these on Twitter all evening (#BOSSRisingStars).

Welcoming remarks were made by the Mistress of Ceremonies Leslie Stoval, from radio station KPFA and California Music Channel, who also introduced Reverend Byron Williams, from Resurrection Community Church, for a thought-provoking and heartfelt message the importance of solidarity, love, and human kindness within our communities.

Stoval then introduced performer Reese Matik who entertained the guests through his special style of rap/hip-hop, followed by a keynote address by Iris Stegman. Iris, a former resident of BOSS’s Ursula Sherman Village program and participant in the after-school Children’s Learning Center, is now attending college. She spoke of the challenges she faced and overcame as a homeless youth, with English not being her first language. She was grateful for the opportunity to speak and share her story, and made it clear that if it had not been for her teachers, parents, and mentors from the shelter, her outcome may have been different. She encouraged the awardees to build on what they’ve already accomplished in spite of the odds against them.

Following a moving video introduction of the youth to be honored, Stoval introduced the presenters, Berkeley Council member Linda Maio and Sbeydeh Viveros, Senior Aide to Berkeley Mayor Tom Bates. Maio and Viveros presented each youth with a plaque, and a certificate from the City. Each honoree also received a gift bag and a special gift from Courageous Women Association. Four awardees received a cash award of $1,000 for educational advancement, made possible by event sponsors.

Following a hip hop performance by The Homey Nolte, a drawing for donated prizes was held with tickets drawn by Donald Frazier, BOSS Executive Director. Dan Scarola, BOSS Board Vice President, thanked all guests and sponsors, and a deejay spun tunes as guests talked and staff packed up the star-studded décor until next year.

Congratulations to all 2014 Rising Stars honorees—and to all who helped make it an evening to remember. We will stay in touch with these young people, as they work towards their goals. We want them to know that we have an ongoing interest in their well-being, quality of life, and futures!
Thank you, Rising Stars Sponsors & Donors!

**REGULUS ‘Heart of the Lion’**  The Tileshop

**NA’IR AL SAIF ‘Bright Tip of the Sword’**  Kaiser Permanente  |  Mechanics Bank

**ALKAID ‘The Leader’**  The California Endowment  |  Roman and Sarah Fan  |  Alameda County Office of Education  |  Donald Frazier  |  Jonathan and Kate DeYoe  |  Bill Banks  |  Stephen and Susan Shortell


**MIRA ‘Wonderful’**  Barney and Barney  |  Burnham Brown  |  EIS Inc.  |  Freeman Insurance Services Inc.  |  Kava Massih Architects

**KOCHAB ‘Star’**  Babette Jee  |  CCI Computers  |  John George Democratic Club  |  Legal Apprentice Workshop  |  Nils Povlsen

**Food Donors:** Cafe Rouge  |  Rick & Ann’s  |  The Pasta Shop  |  Zut!  |  Cake4Kids  |  FreeJuice

**Media Sponsors:** Berkeley Community Media/B-TV  |  The Chamber Link Alameda County

**Design Services:** Malaga Corp.

**Plaques:** Berkeley Stamp & Engraving Company

**Tableware:** Excellent Packaging & Supply

**Gifts & Prizes:** Berkeley Repertory Theater  |  Bette’s Diner  |  Blaisdell’s Business Products  |  California’s Great America  |  California Academy of Sciences  |  City of Berkeley  |  Golden Gate Fields  |  Peet’s Coffee & Tea  |  Pier 39  |  The Natural Grocery Company  |  Toshonna Ross  |  Walgreens

---

**Village Open House**

On a drizzly Saturday afternoon September 21, 2013, BOSS supporters, staff, participants, and guests shared a fun afternoon of music, food, art, and inspiration, and were given tours of the beautifully renovated space. Ursula Sherman Village helps homeless families and individuals work towards self-sufficiency—with support from our community!

The City of Berkeley sent a certificate honoring the program’s work over the years. Executive Director Donald Frazier talked with City Council Member Linda Maio about the improvements at the Village, and other efforts to alleviate homelessness. Other special guests included Ken Kuchman from the Bernard E. & Alba Witkin Foundation, long-time supporters Bruce & Susan Stangeland, Susan Felix, and Mickey & Debbie Tenenbaum.

Thank you to Val Serrant for performing and sharing his wealth of knowledge of African and Caribbean instruments, which he shared with us in between songs. Guests also took to the floor to dance as Val played!

**Special thanks to all of our volunteers & generous event donors (alphabetical):**

Alameda County Food Bank, Andronico’s Markets, Appian Party Jumps, Bed Bath & Beyond, Bette’s Oceanview Diner, Cheese Board Collective, Children’s Discovery Museum of San Jose, Chipotle Mexican Grill, Danspace, deYoung Museum, Indian Chaat & Sweets, Lawrence Hall of Science, Marriott Hotels, Moe’s Books, Natural Grocery Company, Rick & Ann’s, San Francisco Zoo, Sliver Pizzeria, and Veggie Grill!

---

*Iris Stegman, Keynote Speaker at Rising Stars 2014—former BOSS participant, now enrolled in college!*

*Board Member Loren Jones talking with MASC Program Manager Robert Barrer at the Village Open House*

*L-R: Dan Scarola, BOSS Board Vice President, and Qassim Moon, Director of Finance*
BOSS is lucky to operate in a generous and compassionate community that wants to help those in need. A few of the ways BOSS worked with local businesses and community groups included:

- **BOSS Day at Phil’s Sliders in Berkeley (Apr 23, 2014)** – A portion of the day’s proceeds was donated to BOSS.
- **Homelessness Art Show (Jan 25-Apr 18, 2014)** – Works of art about homelessness and by homeless artists, including BOSS participants, showcased both the talent and plight of homeless individuals and homeless artists.
- **A Fatal Night (Jan 23, 2014)** – A sale of jewelry and art to benefit BOSS’s McKinley Family Transitional House.
- **Tansy Mattingly Art Sale (Nov 22-23, 2013)** – A sale of original fine art at Stoll Framing & Gallery to benefit BOSS.
- **Holiday Gift Drive (Dec 2013)** – A community-wide collection of holiday gifts, toys, blankets, warm coats, and food to benefit the participants in all BOSS programs.
- **BOSS Day at the Races (Aug 24, 2013)** – A special event at Golden Gate Fields, with ticket proceeds supporting BOSS programs.

---

**Donate or Get Involved!**

BOSS’s work is only possible with the generous support and involvement of people like you! There are many ways to make a difference:

- **Donate**: Donations of cash are accepted on the website 24/7. You can also donate stocks, goods, cars, unused BART tickets, and more!
- **Collect**: Organize your friends, colleagues, or classmates in a collection of needed items—we will provide flyers and other support.
- **Shop**: Part of your shopping dollars can be designated towards supporting BOSS at AmazonSmile.com, iGive.com, GoodSearch/GoodShop.com, and eBayGivingWorks.com.
- **Promote**: Like, Share, and Follow BOSS on social media—Invite us to your business or club to make a presentation!
- **Volunteer**: Volunteers are needed year-round for a wide variety of activities. Volunteer on your own or with a group, one time or ongoing.

For more information on any of these or other possible partnership activities, contact BOSS’s development office at (510) 649-1930 x 222 (Sonja) or x 223 (Gwen).
Community Investments
In the past year, BOSS received grants and donations from public agency partners, foundations, corporations, individual donors, and partnering nonprofits. These investments broke down as follows:

BOSS received funding from the following during FY2013-14:

Public:
- Alameda County Behavioral Health Care Services Agency (ACBHCS)
- Alameda County Social Services Agency (SSA)
- City of Berkeley Housing & Community Services Department
- State of California
- US Department of Housing & Urban Development

Private:
- Berkeley Association of Realtors
- Bernard E. & Alba Witkin Foundation
- Children’s Support League
- Evelyn & Walter Haas Jr. Fund
- Five Bridges Foundation
- Heffernan Foundation
- Kaiser Permanente
- Kenneth Rainin Foundation
- Mal Warwick Associates
- Mechanics Bank
- Morning Glory Family Foundation
- Morrison Foerster Foundation
- Resources for Community Development
- San Francisco Foundation
- Thomas J. Long Foundation
- Tileshop
- Walter & Elise Haas Fund
- William Gilmore Foundation

Also:
- Program fees (residents in certain BOSS programs pay 30% of income as rent; no one is turned away for inability to pay)
- Individual donors (too many to name, from throughout our community)

Thank You!