

ANNUAL REPORT 2014-2015

Growing Together: Housing, Health, Income and Justice



BOSS

Building Opportunities for Self-Sufficiency™

housing, health, income & justice: turning lives around



BE HUMBLE FOR YOU ARE MADE OF EARTH. BE NOBLE FOR YOU ARE MADE OF STARS. – SERBIAN PROVERB



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WHERE WE'VE BEEN – A LEGACY OF SUCCESS

Our mission at BOSS is fairly straightforward, if not altogether simple: We are committed to helping people who've been knocked down get back on their feet, and live with dignity. We help house the homeless, employ the jobless, heal the sick, the disabled, and the traumatized.

Incorporated as a charitable organization in 1971 by volunteers from Berkeley's Hillel Streetwork Project, BOSS was, in its earliest iteration a response to the needs of the East Bay's mentally ill population, which was adversely impacted by the closure of California's mental health facilities.

With a small army of counselors, health professionals and grassroots activists in tow--mainly from Berkeley's politically active Jewish community--BOSS founder Ursula Sherman, confronted the embryonic homeless crisis on the streets, lending whatever assistance they could to people with few resources, who'd been left to their own devices.

WHERE WE ARE – BUILDING AND STRENGTHENING DEEP COMMUNITY BONDS

Over the years, as the homeless population has persisted and evolved, so too has BOSS, from a kind of street ministry offering referrals and counseling to one of the Bay Area's most respected and innovative non-profit organizations that not only helps our poorest neighbors rebuild their lives, but also uses a wide-angle lens to tackle issues arising from economic inequality.

WHERE WE'RE GOING – BUILDING CAPACITY TO INCREASE IMPACT

Expanding county-wide, BOSS was among the first in Alameda County to shelter the mentally ill, the disabled, and others with special developmental needs; transitional housing for intact homeless families and people diagnosed with HIV/AIDS; shelter-based adult literacy programs; afterschool assistance for homeless children; specialized employment services for homeless job seekers, including temporary employment and paid job training programs; outreach and health services for the severely disabled; leadership development and re-entry counseling for ex-offenders.

Today BOSS is an award-winning organization, and more importantly, a well-known resource for the Bay Area's neediest families. We don't have all the answers, nor do we have some kind of Midas touch, where all of our outcomes are golden. We wish we did. But what we do have is perhaps the next best thing, which is that our work is informed by the same moral ambition, sense of responsibility to our community and honest dialogue with our neighbors that animated the work of Ursula Sherman and her volunteers from the Hillel Streetwork project nearly a half-century ago.

We believe this gives us a fighting chance.



HOPE AND CHANGE ARE HARD-FOUGHT THINGS.

—MICHELLE OBAMA



MESSAGE from the BOARD PRESIDENT



Dear Fellow Stakeholders,

As Board President, I am pleased to report that BOSS is stronger than at any time in our history. We are stronger not only in terms of achieving a reasonable financial reserve, but also in terms of our outstanding deliverables. Last year BOSS helped over 2000 of those most in need in our community gain or make progress toward self-sufficiency. We exceeded the goals in every program we are part of. This was accomplished by assembling a superb staff of over 120 professionals dedicated to the BOSS mission and then giving them the tools and resources to be successful. We very much appreciate their efforts.

We also very much appreciate all of our stakeholders who contribute to our success in many ways. Without the support of the community, BOSS would not be able to help so many. We look forward to expanding our efforts and serving our community in new ways. We thank you so very much for your support.

Dan Scarola, Board President

MESSAGE from the EXECUTIVE DIRECTOR



It is with pride and pleasure that I share this annual report with you, our supporters and stakeholders.

As a not-for-profit organization, BOSS is only able to achieve the successes described here in partnership with our community—funders, donors, volunteers, policy makers, project partners, and fellow advocates for social justice and an end to poverty and inequity.

It has been nearly three years since I came to BOSS, and I remain excited and deeply honored to be part of its important mission. In that time we have made important financial, operational, and programmatic advancements and are expanding in key areas—serving more people coming out of prisons, and more young adults emerging from foster care, poverty or incarceration—yet we remain true to our mission and

vision: reintegrating those who find themselves outside the mainstream and improving their quality of life.

BOSS is grounded by the deep-held belief that our communities are immeasurably strengthened by the greatest possible social and economic inclusiveness. In all of our work, our guiding stars are hope, compassion, community, and justice.

With heartfelt gratitude and warm wishes for a prosperous 2016,

A handwritten signature in blue ink, appearing to read 'D. Frazier'.

Donald Frazier
Executive Director

BUT THAT'S THE CHALLENGE — TO CHANGE THE SYSTEM MORE THAN IT CHANGES YOU. —MICHAEL POLLAN



THE PEOPLE OF BOSS

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EXECUTIVE TEAM



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Executive Director



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counting



Sonja Fitz
Director of Development
and Marketing



Teslim Ikharo, JD
Director of Business
Enterprise



Dina Mayfield, MBA, MSHR
Director of Shared Services

AND OVER 100 DEDICATED STAFF WHO MAKE IT ALL HAPPEN. EVERY DAY.



A

THE NUMBERS

THE MEN AND WOMEN BOSS SERVES ARE 100% VERY LOW-INCOME. OVER 80% ARE HOMELESS, AND 20% ARE MARGINALLY HOUSED (LOW INCOME AND CONTINUED RISK OF HOMELESSNESS).

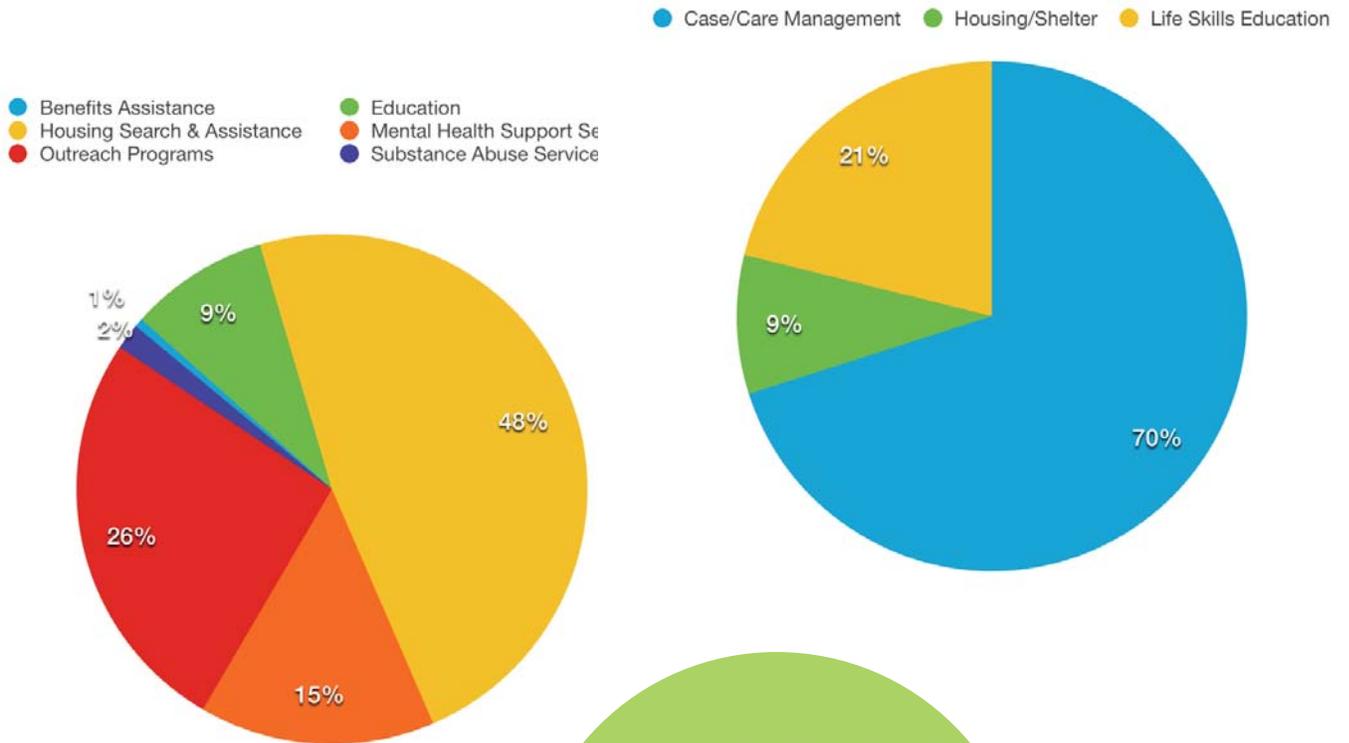
BOSS serves nearly 3,000 new people each year, both single adults (90%) and families with children (10%). The percentage of families is higher in the homeless population (30%): our figure represents the configuration of our programs.

55% of BOSS participants are men, 45% are women. BOSS serves all ages—from newborns to seniors. Because poverty disproportionately affects minorities, the majority (65%) are African American, although all races/ethnicities are served (24% Caucasian, 3% Latino, 2% Asian/Pacific Islander, 1% Native American, 5% mixed or other).



Services Provided

TYPE	CONTACTS
Case/Care Management	4,637
Housing/Shelter	583
Life Skills Education	1,398
Benefits Assistance	1
Education	16
Housing Search & Assistance	87
Mental Health Support Services	27
Outreach Programs	47
Substance Abuse Services	3



COUNTY-WIDE PROGRAMS

BOSS HAS A LONG HISTORY OF PROVIDING HOUSING AND SERVICES TO HOMELESS AND LOW INCOME PEOPLE WITH HIV/AIDS, INCLUDING PROVIDING ON-SITE SERVICES AT HOUSING PROGRAMS OPERATED BY LOCAL DEVELOPERS AND PROVIDING HIV/AIDS EDUCATION ON-SITE IN OUR SHELTERS.



Multi-Agency Service Center (MASC, Mon-Fri, 8 am-12 noon): Showers, laundry, crisis intervention and referrals. (Downtown Berkeley). Up to 100 people served per day.

Harrison House (Shelter program, part of Ursula Sherman Village): Shelter (single adults) plus meals and support services. (West Berkeley) 50 beds.

Sankofa House (24 hours) (Transitional housing program, part of Ursula Sherman Village): Transitional housing and support services for homeless families. (West Berkeley) 10 families served.

Children's Learning Center (M-F, 5:30-8:30) (part of Ursula Sherman Village): After-school help with homework, family counseling, nutrition/health care, skill-building activities for homeless kids. (West Berkeley) 80 kids served per year.

Casa Maria: Interim emergency housing for people with disabilities and Transition Age Youth (TAY). (Downtown Oakland). 17 beds.

South County Homeless Project: Shelter, meals, and support services for mentally ill homeless adults. (Hayward). 24 beds.

McKinley House: Transitional housing and support services for homeless families. (Downtown Berkeley). 7 families.

Clean City Program: Street cleaning jobs and job search assistance for homeless workers. (Downtown Berkeley). 30 adults.

Homeless Outreach Team (HOT): Reaching out to homeless people on the streets in Berkeley and Albany to try and engage them in services.

Rosa Parks: Transitional housing and support services for single adults with multiple disabilities. (Downtown Oakland). 24 adults.

Housing Coordination Team: Case management and time-limited rental assistance to support housing retention. (County-wide). 49 apartments, singles & families.

Service Team: Health-focused case management to help the mentally ill transition from homelessness and institutions to permanent or supported housing. (County-wide). 70+ adults.

Pacheco Court: Permanent housing for families and individuals with multiple disabilities. (Hayward). 29 people, singles & families.

South County Sober Housing: Transitional housing and support services for adults overcoming drug/alcohol addiction and other disabilities. (Hayward). 21 adults.

BEST Program: Benefits advocacy support, to help people exiting Santa Rita jail restart SSI benefits. (Oakland).

CTEC (Career Training and Employment Center): Job readiness, preparation, and placement services in partnership with Inter-City Services, St. Vincent de Paul, local employers, and Alameda County Probation. (Oakland).

New Directions (West Oakland Street Outreach): Education and employment services for young ex-offenders (age 16-24). (Oakland)

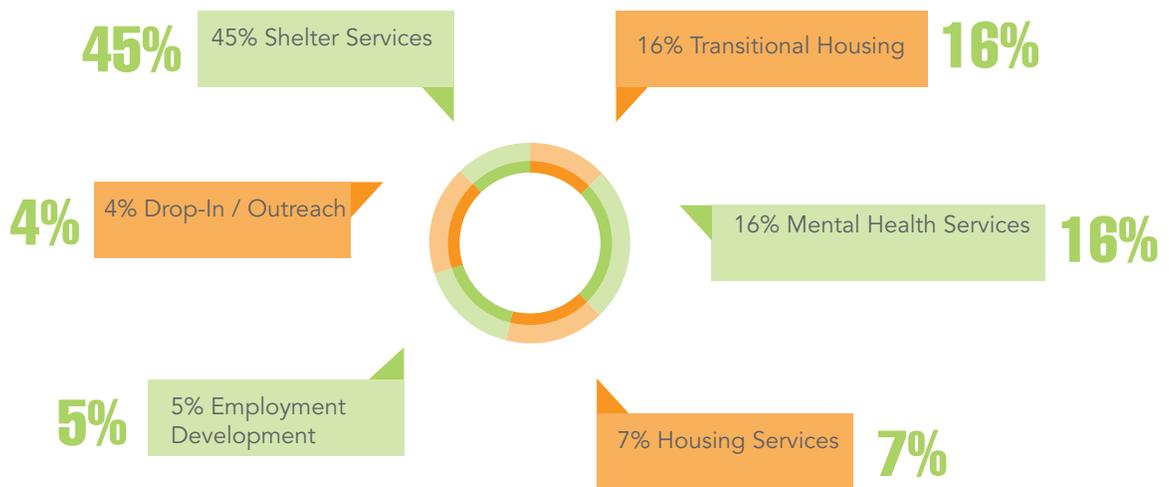
Reclaiming Our Communities: Street outreach and support services to ex-offenders in high-risk Oakland neighborhoods, to try and prevent violence and recidivism. (Oakland)

Social Justice Institute: Advocacy and organizing work on social justice issues related to reentry, poverty, and inequity. (County-wide).

Community Resource Center: Downstairs: Shelter Plus Care, Representative Payee, and other by-appointment services. Upstairs: BOSS administrative headquarters. (Berkeley)

OPERATING BUDGET

Revenues and other support	
Grant revenue	5,387,987
Contributions	574,928
In kind donations	633,626
Investment income and other	311,582
Total	6,908,123
Expenses	
Program services	6,462,767
Management and general	89,304
Development and fundraising	134,146
Total	6,686,217



BOSS is supported by hundreds of public and private funders, project partners, individual donors, and volunteers. BOSS has a 45 year history of working collaboratively with all segments of our community to help ensure that all possible resources, ideas, and insights are on the table when we collectively build and implement solutions to poverty.

FUNDERS

US Department of Housing & Urban Development
 Alameda County Behavioral Health Care Services Agency
 Alameda County Social Services Agency
 Alameda County Housing & Community Development
 Alameda County Probation Department
 City of Berkeley Housing & Community Services Department
 City of Berkeley Public Works Department
 San Francisco Foundation
 Evelyn & Walter Haas Jr. Fund
 Walter & Elise Haas Fund
 Five Bridges Foundation
 Morning Glory Family Foundation
 Kenneth Rainin Foundation
 Bernard E. & Alba Witkin Foundation
 Thomas J. Long Foundation
 Children's Support League
 Merchant Truth / Transparent Payment Systems
 Mechanics Bank
 Kaiser Permanente
 William G. Gilmore Foundation

PARTNERS

Alameda County Behavioral Health Care Department – contractual referrals, collaborative service planning
 Albany High School (volunteers for Project Homeless Connect)
 Berkeley High School (volunteers, collections)
 Black Pine Circle School – volunteers, collections, special projects
 City of Berkeley Public Works Department – temporary jobs program partnership
 Duck's Nest School (holiday gifts and other collections)
 EveryOne Home – collaborative community planning
 Head Royce School – volunteers, collections, special projects
 Inter-City Services – collaborative service delivery
 Prospect Sierra School (holiday gifts)
 Samuel Merritt School of Nursing – interns
 Spoon Rocket – food donations
 St. Paul's Episcopal School – volunteers, collections, special projects
 St. Vincent de Paul's of Alameda County – collaborative service delivery
 Temple Sinai – volunteers, special projects
 The Berkeley School (holiday donations)
 The Workforce Collaborative – collaborative service delivery
 University of California – volunteers (campus-wide), interns (School of Social Work, UC Berkeley Public Service Center), donations (Cal Dining)
 Urban Habitat – collaborative community planning, action on regional social justice goals
 Western Regional Advocacy Project (WRAP) – collaborative organizing and public education on social justice issues
 Whole Foods – food donations
 Women's Daytime Drop-in Center – collaborative service delivery



BOSS ENCOURAGES COMMUNITY PARTNERSHIPS

To partner with BOSS as a funder, advisor, donor, volunteer, advocate, visionary, or in any other capacity, contact Tes Ikhara, Director of Business Enterprise, or Sonja Fitz, Director of Development & Marketing, at 510.649.1930.

BOSS STRATEGIES



HOUSING

BOSS believes that housing is a basic human right and an essential ingredient in healthy communities. Our overarching goal is to ensure that every family and individual we work with has safe, decent, affordable housing, with the means to stay housed.



HEALTH

Health is a key ingredient in maintaining wellness, stability, and housing security—from physical health to mental/emotional to social/familial. BOSS programs help to increase individual, family, and community health.



INCOME

Paying for housing, food, transportation, and other basic needs requires sufficient income—whether living wage employment, public benefits, or a combination. BOSS helps people secure and increase incomes to meet their immediate and long-term needs.



SOCIAL JUSTICE

Underlying all of the above is BOSS's foundational belief in social justice—societal systems that support fair and equal access to resources and opportunity. While serving families and individuals one by one, BOSS also engages in system change work to move us forward towards that goal.

HOUSING

Last year BOSS's Housing programs included:

Emergency shelter: BOSS operates three emergency housing facilities that offer safety, amenities and support as people seek permanent housing. The shelters provide two meals per day and assistance to find and secure housing. BOSS also provides a small number of additional cots at these sites during the winter.

Transitional housing: BOSS currently operates four transitional houses that offer a longer stay for people who need time to build job skills and stabilize their health. Because the historic funder for these programs, the US Dept. of Housing and Urban Development (HUD), is phasing out support for transitional housing, our long-term plan is to convert our transitional houses to permanent supportive housing, with new funding partners.



POLICY SOLUTION

MORE HOUSING. The East Bay Area is one of the most expensive places to live in the country right now. One of the most successful interventions ever created for ending homelessness, long-term Section 8-style housing vouchers, has been vastly reduced nationwide: this trend should be reversed. And more affordable housing needs to be built: in Alameda County, there are hundreds of vacant or red-tagged properties that could be converted to housing for those in need. Last year BOSS catalogued several of these sites and presented the information to the Alameda County Board of Supervisors. We plan to survey additional cities to catalogue more sites, and will continue to press local, regional, state and other policy makers to use available community assets to solve this urgent need.

Permanent supportive housing: Last year BOSS converted our Pacheco Court transitional house in Hayward to permanent supportive housing. We are working with Alameda County to convert additional transitional houses, and we are also actively seeking opportunities to create or provide services in new permanent supportive housing developments.

Outreach and Housing Navigation: Last year our Outreach and Housing Navigation Team provided comprehensive support to help people secure permanent affordable housing—including access to housing listings, help filling out applications, coaching on talking to landlords, education on credit/housing history issues, and move-in assistance. Housing Navigators worked with a roster of over 100 local landlords to educate them, facilitate placements, and provide follow up: these measures are proven to allay landlord fears so they are more willing to rent to someone who may not have an exemplary credit or housing history.



HEALTH

As we have for 45 years, BOSS has served people with multiple health needs, to address barriers to wellness and self-sufficiency—from chronic conditions and disabilities to substance abuse to mental health issues and trauma stemming from homelessness, domestic violence, and other events. Last year BOSS's Health programs included:

NEW: Community Resource Center. This new location in downtown Berkeley provides a range of services (money management, employment, housing search), and we are actively working to bring more volunteer-led, health-focused activities into this space.

Services Team: In the past year BOSS provided clinical case management to a roster of severely mentally ill individuals in partnership with Alameda County Behavioral Health Care. This program helped people remain stably housed and prevent repeat hospitalization and homelessness.

Housing Services Team: This team, also a partnership with Alameda County Behavioral Health Care, provided mental health services to participants in permanent supportive housing and scattered site housing, as well as helping people seek and secure housing.

Street outreach: BOSS provided street outreach in Berkeley and Albany to adults and youth, to build a rapport and engage people in services. This is challenging work, as the quantity of affordable housing and positive activities that would fuel people's hope and motivation is inadequate to meet the need.

Health services in BOSS housing: In all BOSS shelter and housing programs, staff connected residents with needed health care—referring them to health clinics, drug/alcohol recovery support, health providers and therapists. Staff also arranged on-site health services (peer support groups, educational workshops, testing/screening) with volunteer support.

Family wellness: Last year BOSS increased the well-being of children and parents, both in our shelters and housing programs serving families and in our Career Training and Employment Center (CTEC). Services provided include parenting education, family activities (e.g. ball games, arts activities, park outings), and referrals to family therapy and child development resources.

Covered California: BOSS helped dozens of low-income participants enroll in eligible health coverage through Covered California, as well as helping them apply for MediCal, CalFresh (food stamps), and other benefits to support health and wellness.

POLICY SOLUTION

MORE ACCESSIBLE CARE. The public health system currently provides inadequate health and mental health care to the very poor, especially preventative measures that would help people remain housed and stable. This results in unnecessary hospitalizations, emergency room care, incarceration, and a continuous drain on public resources. Our communities need more prevention and care options that are scattered liberally among our neighborhoods, including on-site in housing developments, to ensure easy access.

INCOME



Having sufficient income equals security, dignity, independence, and well-being. For people who were able to work, BOSS helped them build skills and find jobs. For others, BOSS helped them attain eligible public benefits. In the past year BOSS's Income programs included:

Career Training and Employment Center/CTEC: This successful center in downtown Oakland provided job assessments, transitional work placements, industry-specific training, skill-building, and comprehensive job search and placement assistance to people with barriers to employment—formerly incarcerated, disabled, and homeless individuals. CTEC worked hard to cultivate a roster of local businesses and corporations who train and hire our participants. We are currently working to create a CTEC track for transition age youth (age 18-24).

Individual Placement Support/IPS: BOSS was part of an Alameda County pilot project to provide employment assistance to the severely disabled. BOSS was consistently one of the most successful providers in the pilot, with high rates of job placement and job retention.

Clean City Program: Last year this flagship BOSS job creation program, established in 1988, provided temporary employment and help finding permanent jobs to dozens of homeless job seekers in partnership with the

City of Berkeley Public Works Department.

Benefits & Entitlements Specialist Team/BEST: BOSS partnered with Alameda County Social Services Agency to help eligible individuals transition from General Assistance to Social Security (SSI/SSDI). The successful, specialized program employs street outreach and hands-on assistance guiding participants through every stage of income applications.

Representative Payee: Over the past year the Rep Payee program helped dozens of disabled individuals remain stably housed by providing money management and bill-paying support.

Benefits Advocacy: Across BOSS, staff assisted participants in applying for eligible public benefits, from Veterans Assistance to Unemployment Insurance to CalWORKS and more.

GOAL

BOSS BUSINESS ENTERPRISE. Last year BOSS began a deep research phase for the creation of new business enterprises, gathering data and assessing the feasibility of multiple possibilities, from catering and landscaping to janitorial and small manufacturing. BOSS has multiple assets to draw on in the development of a business enterprise—successful employment initiatives and a base of job seekers ready for training, multiple facilities and material resources, Board/staff expertise, and support from partners and funders—and we are committed to creating multiple enterprises in the coming years.

POLICY SOLUTION

REDUCED BARRIERS. Barriers to employment for people with special needs include prejudice and stigma, skill/experience gaps, health needs, and material barriers (transportation, clothes, tools). Reducing these barriers requires increased collaboration among stakeholders—employers, training and educational institutions, and service providers—to ensure that realistic pathways to employment are created, and that workplaces are open and welcoming to all job seekers.

JUSTICE

This work focused on:

Housing: Last year BOSS staff conducted a survey in Oakland to identify unused or abandoned buildings and land, and presented this information to the Alameda County Board of Supervisors, urging them to use these assets for more permanent affordable housing. The Board created an ad-hoc committee to deal with this issue. Owing to this pressure and the pressure of many other community groups fighting for housing solutions, the Cities of Oakland and Berkeley have both introduced measures to declare a shelter emergency and try to ease barriers to the creation of housing. BOSS will continue to press this issue until more housing is built in our communities.

Civil rights: Last year BOSS fought to educate the public on measures introduced in Berkeley that prohibited civil rights-protected actions by homeless people

in public spaces. Although new measures did pass, leading to increased harassment of homeless people on the sidewalks, they were fought by legal organizations as unconstitutional and enforcement was subsequently downgraded in priority by the City. BOSS continues to monitor the situation on the public sidewalks and press for actual solutions to getting people off the streets and on a path to stability and wellness.

Reentry: A new direction in BOSS's social justice advocacy is working for better policies for individuals coming out of jails. In the last year BOSS participated in planning committees at the County and City of Oakland that are trying to improve systems to prepare people for work and stability once released. BOSS also fought for policies that eliminate barriers to housing and jobs, such as the Ban the Box initiative.



POLICY SOLUTION

EQUITY AND INCLUSION: BOSS believes that communities are healthier and most productive when there is greater equity (broad access to housing, jobs, health care, and other resources) and inclusion (the voices of impacted communities are actively sought for better decision-making)—public policy must support these conditions.

EVENTS

BOSS holds large and small events throughout the year to celebrate program achievements and our participants, thank our supporters and partners, showcase new or changed programs, raise funds, raise awareness, and spread the word about our work. BOSS encourages community participation through volunteerism and sponsorship.

- BOSS Day at the Races (September 2014), a fundraiser at Golden Gate Fields which raised money for BOSS programs with a fun day at the track for donors, volunteers, Board, and staff!
- Pizzafeset (October 2014) was a special event organized by The Companion Group, to showcase their new pizza-making equipment. All funds raised from the event—from entry tickets to beer sales to donations collected that day—went to support BOSS programs!
- Homestretch Moving Screening (November 2014): In 2014 BOSS tabled at a special showing of The Homestretch, an amazing movie showcasing three youth on the streets, taking questions from the audience about youth homelessness.
- The MASC Open House (November 2014) showcased the amazing work of BOSS staff and volunteers from UC Berkeley as part of their Berkeley Project Day, in renovating, painting, and beautifying this heavily used downtown drop-in center. Donors to the renovation included Berkeley Outlet, Games of Berkeley, Whole Foods, and Moe's Books.
- The Holiday Gift Drive (December 2014) collected donated gifts, holiday decorations and trees, gift

cards, food, clothing, blankets and other needed items for distributing at all BOSS programs. Our community shined with the incredible generosity and spirit of the season!

- The first PREP Graduation (March 2015) celebrated 11 individuals who completed BOSS's six-month education, training, and work experience program—at the end of their training, all 11 had jobs! We celebrated their achievements with dinner, music, awards, and recognition.
- The 2nd Annual Rising Stars Youth Leadership Awards Gala (June 2015), which honored 20 youth from BOSS, Berkeley High School, Berkeley Technology Academy, and Berkeley Youth Alternatives, was an inspirational evening demonstrating the strength and courage inside our youth—no matter what crises they were facing (many of them were coming out of difficult family situations, criminal justice, and homelessness), all of the youth being honored were working hard to finish high school, help care for their families, and achieve their goals of college and careers. The youth were celebrated with live music, awards and gifts, dinner, and 4 of them received a \$1,000 educational stipend!

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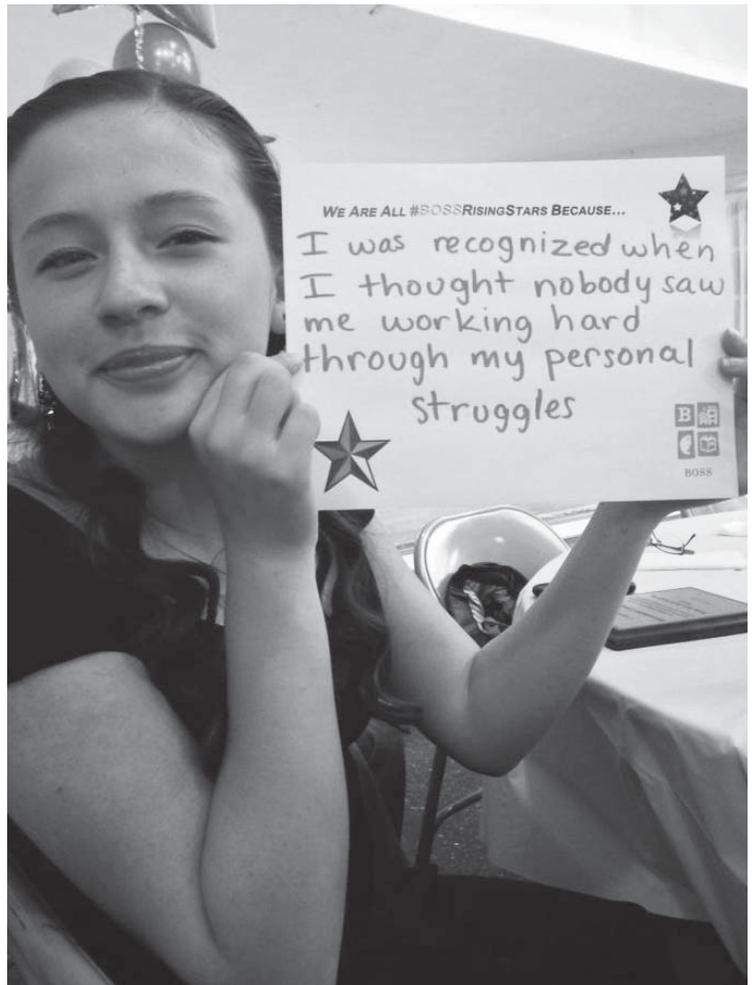
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VOLUNTEER PROJECTS

Volunteers are welcome and important across all parts of BOSS - volunteers help in individual programs, they work one-on-one with people in need, beautify and improve our facilities, provide advisory support and consulting, collect items and donations needed for our programs, and provide invaluable technical, consulting, and advisory support. BOSS is strengthened and energized by the involvement of volunteers and encourages participation from the idea stage to implementation.

Volunteers from the UCSF Masters Entry Nursing Program (July 2014) came to MASC over a series of weeks to provide blood work, basic health screenings, and workshops.

La Pena Cultural Center (August 2014) hosted a special art workshop for the children and youth at Ursula Sherman Village, and hosted an art show of the art created by our youth!

“Youth On The Move” martial arts sessions (Summer 2014) for homeless youth at Ursula Sherman Village by volunteer Alonzo Young.

Family nights at the Berkeley YMCA (Fall 2014) with passes donated to BOSS families by the Y!

Thanksgiving meal (November 2014) served by community volunteers, with food donated by the UC Berkeley Campus Shared Services IT Department!

The UC Berkeley ‘Project Vision’ (February 2015) conducted a special event at MASC to provide vision information and referrals to low-income people in need of assistance with eye and eyesight issues.

South County Homeless Project Workday (March 2015) a dozen community volunteers responded to BOSS’s call for help and worked alongside staff and participants to clean the facility and the garden area in back.

Volunteers from Hotel Shattuck Plaza (April 2015) pitched in to weed and clear out the landscaping surrounding Ursula Sherman Village. This was just the first of more HSP volunteer projects to come!

Volunteers from Pfizer came to the MASC to clear out the overgrown brush and weeds in the parking lot.

Shattuck for Shelter: Along with hands-on volunteer-

ing, the amazing folks at Shattuck for Shelter launched a special initiative called Shattuck for Shelter, where they are asking every guest who stays at Hotel Shattuck Plaza if they would like to make a donation to BOSS, and then sending BOSS a check of those donations every few months. We can’t thank the amazingly generous people at HSP and their guests enough for this support!

Volunteers and donors across our community collected items for BOSS all year long—from toiletries and towels to blankets and clothes to computers and food!

Hotel Shattuck Plaza strikes again! (June 2015) Their second volunteer project was to clear out the courtyard at MASC and make the space cleaner and more inviting to the homeless people who use the space for rest and respite during the day.

CTEC Family Day! (June 2015) With special gift bag donations from Pandora and the help of staff, a special Family Day was held for the parents in BOSS’s Career Training and Employment Center (CTEC) and their kids—arts and craft, storytelling, and snacks!

Rebecca from the UC Berkeley Public Service Center worked for an entire semester with BOSS’s Community Organizing Team (now the Social Justice Institute) on researching public policy issues, reporting on local responses and actions, and educating her classmates on the root causes of poverty and homelessness. Thank you Rebecca!

The Oakland Athletics pitched in to support BOSS in numerous ways last year—from donating tickets as part of their “Little A’s” program so homeless kids and families could go to a game, to inviting BOSS to table at a special game-day auction with all funds raised going to support BOSS. **Go A’s!!!!**



THANK YOU

The work of BOSS is the work of our community.

We thank you for coming together, through your funding, volunteer, and partnership efforts to help fight homelessness and poverty.

We count every win, large or small, because every life matters. Each day (and sometimes each hour or minute) gives us an opportunity to change a life, maybe for just one day...or perhaps forever.

Act as if what you do makes a difference. It does. —William James

THANK YOU DONORS

A.J. Miller & Associates	Barbara Cohen	Catherine Tenbroeck-Lynch	Deene Goodlaw	Francis Frederick	Jane Ellis
Aaron & Eleanore Friedman	Barbara G Morita	Celeste MacLeod	Deidre O. Grevious	Fraternal Order of Eagles	Janet Levenson
Abbott Laboratories Fund	Bay Architects	Charlotte Chang	Denah Bookstein	Gail Coney	Jason Patton
Adele Crawford	Bay Area Black United Fund (BABUF)	Cheryl Fragiadakis	Denise Weinstein	Gail Grassi	Jayne Johnson
Ajanta Enterprises/Co-operative Realty	Bayard W Allmond	Chi-Kwan Shea	Dennis McCray	Gail Rubman	Jean Rowe Lieber
Alan Goldhammer	Beatrice Uderski Burgess	Chris & Lynn Crook	Devaki Chandra	Games of Berkeley	Jeanne Pimentel
Albany Bowl	Benevity Community Impact Fund	Christi Hakim	DeYoe Wealth Management	Gardenia Sarazin	Jeffrey Greve
Albert Nahman Plumbing & Heating	Berkeley East Bay Humane Society	Christine Lias	Diana Bohn	George & Helene Strauss	Jeffrey O Hobson
Alexander Glass	Berkeley Gray Panthers	Christine Pagano	Diana Malin	George Draper	Jeffrey Sunshine
Alison Huetter	Berkeley High School Development Group	Christine Stenberg	Diane Rames	George W. Davis	Jennifer Laird
Allen Samelson	Berkeley Lions Club	Cindi & Howard Goldberg	Diane Weinstein	Gerald Abrams	Jeremy Cogan
Alonzo Young	Berkeley Outlet	Clif Bar Inc.	Dina Sanders	Gordon Groebe II	Jerome & Prusha Souza
Amazon Smile Foundation	Berkeley Repertory Theatre	Colin F Baker	Direct Line Telephone	Grocery Outlet - Berkeley	Jewish Community Center (East Bay)
Amber & Andrew Getz	Berkeley Society of Friends	Comerica Bank Charitable Foundation	Dolores Dalton	Guerilla Café	Joan Alexander
American Endowment Foundation	Berkeley Unified School District	Community Economics Inc.	Dominique Loque	H. Lorna Brand	Joan Blades
Andrea & Michael Cassidy	Berkeley Youth Alternatives	ConnectEd	Don & Betty Stone	Hannah Berman	Joel & Joan Brodsky
Andrew & Susan Jokelson	Bernard & Alba Witkin Foundation	Cornelia Levine	Donald Archer	Harder & Company	John Caner
Andrew Corless	Black Rock Matching Gift Program	Countess C Williams	Donald C Arbitblit & Jill Suttie	Heffernan Insurance Brokers	John Eckstrom
Andronico's Community Market	Books Inc.	Cynthia and Robert Weber	Donald Frazier	Helen Laird	John F. Prentice & Associates
Ann Gordon	Brenda Buxton	Cynthia M Miller	Donald Sarason	Helena Foster	John George Democratic Club
Anna M Taylor	Brenda Miller	Cynthia Weber	Donna Barry	Helena Katz	John Kreiter
Anna Rabkin	Brian Cooke	D. Wagner	Dorothea Gielow	Helene Maxwell	John Roberts
Anne B Hallinan	Brothers of International Faith	D.A.R.E. America	Dorothy Walker	Herbert Levine	John Wilson
Anonymous	Bruce Caplan	Dace Rapa	Dylan McReynolds	Hilary Goldman	Jonathan Squire
Anthony Ferro	Brushstrokes Studio, Inc.	Dale Edwards	East Bay Housing Organizations	Hillcrest Middle School	Jonathan Vines
apriori	Bullwinkel Special Events	Dan Rossi	Editions Limited	HomeBase	Josephine Burns
Arthur & Carol Goldman	CAL-PEP	Dan Scarola	Edmond Wilson	Hope Friedman	Joshua & Ruth Simon
Arthur S Braufman	Carol Beth	Daniel M Silin	Elinor S Waxman	Hotel Shattuck Plaza	Joshua Kayman
Associated Students for Charity	Carol Moshier	Daniel Pearlman	Elizabeth Schaaf	Howard & Cindi Goldberg	Judith Kunofsky
Aurora Theatre Company	Carol Newborg	Danville Design Gallery	Elizabeth Warrick	Howard & Ellen Rosenberg	Judy Greene
Babette Jee Architecture	Carol Suveda	David & Diane Leifer	Elliot E. Slotnick	Hugh Globerson	Judy Nakadegawa
Balsamiq Studios LLC	Carolyn Clements	David & Rachel Biale	Emily Loeb	IBM Employee Services	Julia Kaplan
Bank of the West	Carolyn Miller	David B Mitchell	Eric Soares	Ida Braun	Julie Absey
Barbara & Charles Hadenfeldt	Carolynn & Robert Zuparko	David Coolidge	Erik Larsen	Irene Elmer	Julie Conger
		David J Meadows	Erin Weltzien	Ivan Diamond	Julien Poirier
		David Lewis	Eva Henninger	James Best	Juliet Lee
		Deborah Badhia	Excellent Packaging & Supply	James Ketner	June Kim-Ryujin
		Deborah Diane Green	Fairy Godmother Society	James Lovekin	K.C. Boschee
		Deborah L. Williams	Food First	Jamie Ulibarri	Kaiser Permanente - East Bay
		Deborah Moore	Frances Harrison		Kapor Center for Social Impact

Karen & Steve Bovernick	Marian Kohlstedt	Nancy Friedman	Rita Wilson	Stephanie Woodbury	United Way California Capital Region
Karen Smidth	Marian Snyder	Nicole Burlock	Robert A Goldstein	Stephen Barton	University of California
Kartar Sidhu-Brar	Marjorie Kirk	Noelle Birky	Robert Bretthauer	Stephen Tobias & Alice Webber	Ursula Rolfe
Kathleen Gage	Mark Wieder	Nonstop Administration & Insurance Services, Inc.	Robert Diener	Stevanne Auerbach	Valerie J. Herr
Kava Massih Architects	Marlene & Richard Millikan	Norma Minor	Robert G. Matthews	Steve & Susan Shortell	Vicki & Shelby Solomon
Keith Onodera	Marsha Feinland	Norma Ward	Robert Giomi	Steve Greenberg	Victor & Marilyn Ichioka
Kiell Eledahl	Marsha O'Bannon	Numi Tea	Robert S. Fabry	Steven Jacobsohn	Victoria & James Gilliland, Jr.
Kirk R Smith	Marta Drury	Oakland Athletics Community Fund	Robert Teigen	Straus Chin Family Fund	Victoria Leonard
La Foot	Mary Ann Brownstein	Oakland-Berkeley Association of Realtors	Robin Sturgeon	Stuart Flashman	Victoria Mancuso
Landmark Theatres	Mary Ellen Fine	Office Depot Foundation	Roger Myers	Susan & Bruce Stangeland	Victoria Sears
Lauren Kitchen	Mary F Buchanan	Pacific Office Automation	Roman Fan	Susan & Eric Poncelet	Vintage Berkeley
Lawrence Berman	Mary Jane & George Brimhall	Pamela Hatayama	Rosenblum Cellars	Susan E Werner	Volunteers of America
Lawrence Polon	Mary Mead	Pandora	Ruth Dunham	Susan Ferreyra	Walter Lesquillier
Leorah Zilberman	Matt & Margaret Jacobson	Patricia A James	Ryan Janish	Susan G Schacher	Wendy Heffner
Leslie Gould	McKey Living Trust	Patricia J Brown	S. Rand Fishkin	Susan Hubl	Whole Foods - Gilman
LifeLong Medical Care	Mechanics Bank	Patricia James	S.H.A.R.E.S.	Susan Mattmann	William & Diane Ames
Lillian Chen	MedAmerica, Inc.	Paul Kivel	Safeway Foundation	Susan Schwartz	William Manierre
Linda Cohen	Melinda King	Pauline Zazulak	Salesforce Foundation	Suzanne F Delbanco	William Webster
Linda S Feldman	Melisa Lim	Peter Wahrhaftig	San Diego Sharks	Syed Zaidi	Yana Weiss and Leonard Goldfine
Linda S. Lustig	Merideth Marschak	Priscilla Birge	Sara Anooshfar	Tanya Bearson	Ying Lee
Liz Eastwood	Michael Fretz	Priscilla Myrick	Sbeydeh Viveros Walton	Taua Tuaumu	Yolanda Maldonado
Lois Brubeck	Michael J Novello	Prospect Sierra School	Schwab Charitable Fund	Ted Allen	
Lorie Brillinger	Michael Rufo	Qassim A Moon	Serena & Lily, Inc.	The Companion Group	
Lowell Berry Foundation	Michelle Starratt	R Parlette Edwards	Seyman Stern	The Companion Group	
LSA Associates, Inc.	Mike & Pam Crane	R.N. Sing	Shana Scarlett	The Local Butcher Shop	
Lucy Phenix	Milton Mozen	Rachel Livsey	Sharam Kohan	The Pasta Shop	
Lynanne Jacob	Miriam Berg	Rajeev Chopra	Sharon Sherman	The Play Yard	
Lynn Stelmah	Mitch Cohen	Rebecca Hummel-Moore	Shawn Steel	The San Francisco Foundation	
M & H Janitorial Service	Mona C Bernstein	Rex-Craft, Inc.	Shoshana M Berger	Theresa Dade-Boone	
Madeleine Scott	Monieca Jones	Richard Fuller	Shotgun Players Theatre	Thomas Holloway	
Malaga Corp.	Morgan Price	Richard Hawkins	Sidney Schonfeld Foundation	Thomas J McGuire	
Marc Manason	Morgan Price	Richard Kolbert	Sky Alexander	Thomas Lederer	
Marcie Rubel	Morning Glory Family Foundation	Rikki and Norton Grubb	Smith Settlement Administrator	Tileshop, Inc.	
Margaret Crayton	Morrison Foerster Foundation	Rina Margolin	Sonja Fitz	Tina Raine-Bennett	
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