



FALL 1988

THE SHANTI PROJECT NEWSLETTER

A VISION FOR THE FUTURE

by Chris Sandoval, Assistant Director

The recent crisis at Shanti Project is now officially over. Understandably the past six months have been traumatic, particularly for an agency whose basic organizational philosophy is founded on truth, honesty, and non-judgmental acceptance/support.

At times it has, indeed, felt like a war! Participants and observers alike suffered the "shell shock" of stress rising out of the atmosphere of controversy and accusation. This was doubly tragic because our staff — by the nature of their work — experience a higher than usual amount of stress on a daily basis. Individuals frequently displayed alarming and destructive tendencies to polarize situations while trying to declare "sanctity" around their position — refusing to compromise, mediate, or more importantly, to forgive.

Traditionally, when wars are finished, we bury the dead, identify and applaud the heroes and re-focus energy toward restoring and rebuilding those areas which have sustained damage; for Shanti the greatest damage has been to the level of trust in which we are held by the general (donor) public. The re-



Personnel Director Tim Teeter, Board Member Gayling Gee and Assistant Director Chris Sandoval, at our recent donors reception.

lentless negative media attention of the past few months has taken a severe and understandable toll in the area of donations. Shanti Project has begun to reclaim the public trust but the process will be neither rapid or easy to facilitate; quite simply, we cannot succeed at the task without the continued support of the community at large.

RESOLUTION

We (the Board of Directors and staff of Shanti Project) can no longer participate in or be supportive of any process/

activity that disregards the unique contribution/input of our 600+ volunteers or that of our 68 dedicated and loyal staff members. This type of contribution is exceptional in that the "real payoff" is simply the recognition of the **ability to love**, coupled with an **ability** and desire to give — and then give again.

Historically, it has been our volunteers who have continued to provide uninterrupted services to the PWA community. These individuals make possible the miracles that occur in the twelve homes which comprise

our Residence Program, in the homes and lives of our 1200+ clients and their loved ones, on the "front line" at San Francisco General Hospital, in the twenty-one Shanti-sponsored Support Groups and in each of the direct support service components we employ toward improving the quality of life for people with AIDS.

The pain and suffering that surrounds AIDS are often difficult to fathom. Although impossible to "measure" by conventional standards, the reality of emotional trauma remains

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THE SHANTI PROJECT NEWSLETTER

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FALL 1988

FOUNDER

Dr. Charles Garfield

MANAGING EDITORS

Chris Sandoval

Greg Day

PHOTOGRAPHY

Rink, Michael Lewellyn

Rich Reidy, Greg Day

WORD PROCESSING

Peter Niland

Chris Byrd

DISTRIBUTION

Brian Morris

Shanti is a Sanskrit word meaning "inner peace."

The Shanti Project logo is an eclipse. An eclipse is the passage from light to darkness and the return to light. For Shanti Project, it represents the changes brought about by illness and grief, the darkness that can fall upon people experiencing these events, and the light that can follow in the wake of volunteers who bring love and caring.

Tandy Belew created the logo.

TODAY AT SHANTI PROJECT FRONTLINE OF THE EPIDEMIC

by Greg Day
Public Education Director



Greg Day

This issue of the ECLIPSE marks the beginning of a new chapter in the history of Shanti Project. Since our reorganization seven years ago, Shanti has experienced rapid growth and many changes. We have expanded from a group of seventy volunteers to become one of the Bay Area's largest non-profit corporations. Our support services have become the keystone of a "San Francisco Model" that emphasizes independence and quality of life for people living with AIDS. Shanti's programs are emulated around the world; we have trained organizations throughout the United States and Europe how to create similar services.

Today, with 68 staff and more than 600 volunteers, we have managed to keep pace with the needs of an ever-expanding AIDS epidemic. Over the years we have been able to maintain the high quality of our services by focusing internally on our volunteer trainings and supervision. This internal focus has, at times, been at the expense of maintaining good communication with the community and other service agencies. We now face one of the greatest challenges, and at the same time, opportunities in our agency's history. In the months ahead, our staff and Board will be working to hire a new Director, restructure the management of the agency and to reach out, as never before, to engage in dialogue with the community; and to rebuild donor and volunteer support.

At this time when we are assessing where we have come from, what we have achieved, where we have failed, and what changes need to be made to create a better future; we must also recognize the important work of the Shanti staff who live every day on the front-line of this terrible epidemic.

Sometimes we look back in nostalgic reverence to our early days when we were a small all-volunteer agency. Often our attention is so focused on our clients and volunteers that we lose sight of the crucial role that staff play in training, supporting and managing this army of helpers. It is Shanti's front line staff who keep our volunteers and support services available for people living with AIDS. Some also give direct emotional support to PWA's and their loved ones, as well as to volunteers. To better understand their incredible contribution, I have asked individual staffers from Emotional Support, Practical Support, Ward 5A and the Residence programs to share with us their daily experiences and tasks in serving our clients and volunteers. I have also asked them to share how they are dealing with the stress of this epidemic and their vision of Shanti's recent problems and immediate future of change and rebuilding. The statements that follow on page 6 were taken from a taped interview.

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A VISION FOR THE FUTURE

(Continued from page 1)

highly visible in the numerous daily tragedies that play themselves out, repeatedly, in the lives of our clients and friends. It has been said that no one who does this work does so "easily" or "lightly" because there exists no effective separation from the physical and emotional suffering experienced by people with AIDS and their loved ones.

The international communities are unified in their view of Shanti Project as originator and pioneer of direct support services in the epidemic, creating an atmosphere of empathic understanding at a time of overwhelming fear and misunderstanding. Some of these fears are not new and periodically paralyze societies, disguised as "dogma" or "judgment"; in short, all the "isms" of life. Homophobia, for example, is always present, changing only its agendas and pervading such time-honored and otherwise unassailable institutions as the family, the Church, etc.

This year, while presenting the Shanti support model at the International Conference on AIDS in Stockholm, I realised

that the AIDS community, worldwide, was truly in awe of the work done by Shanti Project staff and volunteers. This audience contained world-renowned physicians, Nobel Prize - winning researchers, members of the educational elite and, basically, the collective brain trust of the world, all eager to learn what we do that is so special. In particular, I was struck by the rapt attention given to the stories of the courageous volunteers who have provided this immeasurable support while attempting to confront their own individual fears which are mirrored daily in the eyes of people with AIDS.

I was also aware of the many questions ebbing and flowing within me as I related the genesis of Shanti Project. These listeners seemed to savor each word that left my lips, as I spoke about the work of the Project; work that is so necessary for people with AIDS and their loved ones. One stubborn thought continued to reassert itself as I recognized individuals from the World Health Organization, the International Red Cross, the Pan American Health Organization and others who were in attendance. "Was Dr. Garfield

intuitively aware that he and his supporters were developing a potential 'safe haven,' as the virus incubated among the thousands of unsuspecting individuals who would someday walk through the doors of Shanti Project as clients?"

Somehow, the world has come to recognize the work accomplished by the volunteer body and staff of Shanti Project.

Shanti Project has received national recognition and commendation from the Reagan Administration, the National Hospice Association and the National Lesbian and Gay Health Foundation; three separate entities who, while differing in world vision, have all validated the importance of the work of Shanti Project.

Somehow, the nation has come to recognize the work accomplished by the volunteer body and staff of Shanti Project.

At the local level, Shanti has been publicly commended and recognized by numerous awards including the Mayor's Outstanding Public Service Award, the San Francisco Foundation John May Award for Outstanding Community Service, the National Hospice Association's Award of Excellence and by the thousands of cheering San Franciscans who recognize and applaud the volunteer/staff contingent at the Annual Lesbian/Gay Freedom Day Parade.

Somehow, the local community has come to recognize the work accomplished by the volunteer body and staff of Shanti Project.

Here at 525 Howard, the last six months have shown Shanti Project to be experiencing a developmental "rite of passage" as Shanti momentarily "eclipsed" into a state of darkness while undergoing the "growing pains" necessary to move forward into the light once again.

As many realize, transition in the life of an individual (or in the development of

(continued on page 4)

COMMUNITY AWARDS AND ACHIEVEMENTS PRESENTED TO SHANTI PROJECT

1983 Outstanding Contribution to Community Well Being, Cable Car Awards of San Francisco

1983 Mayor's Outstanding Public Service Award, City & County of San Francisco

1984 Outstanding Community Service Award, Bay Area Physicians for Human Rights

1985 Award of Excellence, National Hospice Association

1985 Outstanding, Lesbian/Gay Freedom Day Parade

1986 Honorable Mention, Lesbian/Gay Freedom Day Parade

1987 Community Service Award, The Golden Gate Business Association

1987 Certificate of Recognition for Selfless Commitment to Human Dignity, State Senator Milton Marks

1987 Outstanding, Lesbian/Gay Freedom Day Parade

1988 The Jane Addams/Howard Brown Award, National Lesbian and Gay Health Association

1988 John May Award for Outstanding Community Service, The San Francisco Foundation

Major Benefactors Honored

By Richard Reidy, Development Director

On Thursday, September 15, major benefactors of Shanti were treated to a reception in recognition of their significant support for the Project's programs for persons with AIDS. In his opening remarks, Board President Sam Mills observed, "Through our donors' financial and material support, a vital partnership is created with staff and volunteers that makes possible our direct services for persons with AIDS and their loved ones."



Above: Supervisor Harry Britt with Board Member, Doug Holloway.

Left: Joan Tanzer, Manager of Regional Contributions for Kaiser Permanente Medical Center, with Shanti Board President, Sam Mills (r.), Rich Reidy, Development Director (far l.) and David Ehrhardt, counselor at Ward 86 at San Francisco General Hospital (2nd from left).

Chairman of the Internal Review Committee, Doug Holloway, reported on the status of his committee's work in evaluating the Project's organizational process and program operations. Holloway observed that the committee was fully committed to meeting the recommendations of the City's Human Rights Commission.

Assistant Director, Chris Sandoval, related a personal experience with a close friend who had AIDS. He reaffirmed how vitally important it is that donors,

volunteers, and staff persist in their efforts to provide the highest quality of life for men, women, and children with AIDS, their families and loved ones.

Development Director, Richard Reidy, read a statement of greetings from Mayor Art Agnos. Later Reidy referred to donors as co-workers with the hundreds of volunteers who provide emotional and practical support to persons with AIDS.

The evening's program concluded with the premiere showing of "On Being

A Shanti Volunteer," one of a new series of 23 training tapes being prepared in response to requests nationwide for detailed information on Shanti Project's programs.

A delicious buffet of gourmet foods was provided through a partial grant from Sam Leftwich, owner of Food for All Occasions. The Flute Exchange, under the direction of Richard McHenry, offered donors a gift of music that set the tone for an informative and pleasant evening. ●

A VISION FOR THE FUTURE

(Continued from page 3)

an organization) tests our ability to stay fully present in each moment. Without exception, volunteers and staff remain fully present and supportive of each client with whom they interact. Such courage and dedication in the midst of this transition is truly the stuff of heroism!

Shanti Project will continue to stand, solid and secure on a foundation of unwavering love and support; a love and support which has come, in part, from many unsung men and women throughout the history of the epidemic. The names Charles Garfield, Bobby Reynolds, Ron Carey, Meredith Miller; all serve as beacons of light and inspiration for those of us who continue to do this work.

Both volunteers and staff deserve recognition for their unselfish and continued contribution to the AIDS community. They teach us, by their own example, the art of giving without expectation of recognition. These individuals continue to motivate and inspire both our volunteers and staff members who will be confronting the epidemic in the future.

None of this would have been possible without the support of our donors — individuals who, like yourself, have generously supported us, either financially or with in-kind services. Your potential gifts and support will continue to translate into the love, support and general excellence of service for which Shanti is known.

The words of the late John F. Kennedy still ring true: "The knowledge of the past prepares us for the crisis of the pres-

ent and the challenge of the future."

The future of Shanti Project depends on all of us . . . and the challenge of the future is at hand.

Somehow, we as individuals must recognize what the world, the nation and the community already agree upon . . . the importance of the work accomplished by the volunteers and staff of Shanti Project.

With your commitment to continued support, Shanti Project will remain a leading force in the fight against AIDS. We are confident that the best of Shanti Project is yet to come! ●

A LETTER TO OUR SUPPORTERS

Dear Friend,

I believe you deserve an answer....

Many questions have been raised in the media about problems here at Shanti. *As a supporter of Shanti Project's work, you have a right to hear why the Board acted as it did.*

As you are no doubt aware, much of the controversy has centered around management issues involving the executive director. In light of this, on October 4 the Board of Directors, upon the advice of counsel, accepted the resignation of the executive director as part of a general settlement agreement.

I want you to know that the decision to replace the executive director was reached after a lengthy investigation, and was personally very painful for every member of the Board. This was especially so because the Board was mindful of the many contributions made by Jim Geary to the Project over the period of his tenure.

We believe, though, that in the best interests of Shanti Projects clients and staff an out-of-court settlement was the wisest option available:

- Shanti Project was faced with the threat of a lawsuit over wrongful termination. Lengthy depositions involving staff time and energy would have been required. *Our staff and volunteers need to remain free to concentrate on serving our clients, not on engaging in legal disputes.*

- Such court cases can drag on for years. This would distract Shanti from our central mission at a time when our services will be needed by more and more people.

- Legal fees in such cases are extremely costly—easily in the six-figure range.

- The outcome of any litigation cannot be predicted with certainty.

- *And, most important of all, the attention and energy of Board and staff should be focused on serving persons with AIDS and their loved ones, not on continuing a divisive and painful controversy.*

The Board realizes that also at issue are a number of broader questions involving employee relations as well as recruitment policies.

The Internal Review Committee of the Board is now putting in place key policy changes that reflect the recommendations of the Human Rights Commission of the City of San Francisco. I am happy to report that the Board has adopted an Affirmative Action Plan that will enable us to better represent the multicultural makeup of the City whose residents we serve.

As President of the Board I pledge to you that the Board of Directors is fully committed to addressing these issues and maintaining Shanti as the finest volunteer-based AIDS service in the nation.

The real work of Shanti continues as strong as ever:

- 255 Emotional Support Volunteers assisted 514 clients with 6,611 direct hours of much needed one-on-one support in September alone!

- That same month 196 Practical Support Volunteers provided 315 clients assistance with such day-to-day tasks as cooking, shopping, transportation and cleaning... simple things our clients often can no longer do for themselves.

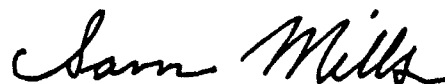
- Twenty-one support groups met each week to address special concerns of different client populations including women, children, long term survivors, the newly diagnosed, and others.

- Twelve residences throughout the City continue to serve as homes for 47 persons with AIDS.

- In September, Shanti counselors at the inpatient unit of San Francisco General Hospital Ward 5A provided caring support for 67 clients in critical stages of illness and 133 friends, family members and loved ones. On the outpatient unit, Ward 86, counselors assisted 16 clients with such issues as the nightmare of an AIDS diagnosis.

The work continues. *Now more than ever we need your help.* Events of the last several months have hurt us financially. But our work must go forward. *I am asking you as a loyal supporter to please consider making an extra gift to Shanti.*

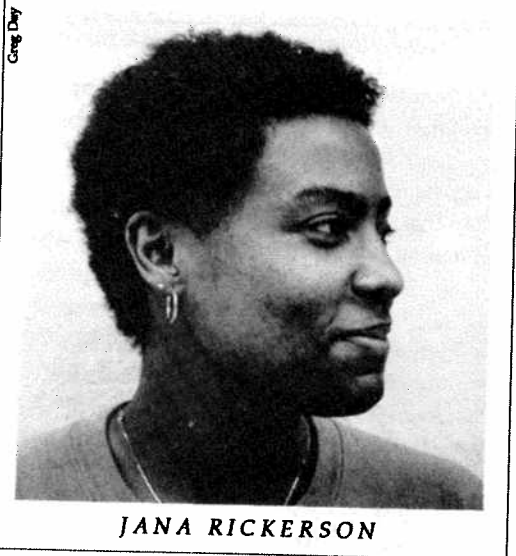
Wishing you inner peace, I am sincerely yours,



Sam Mills
President of the Board

FRONTLINE OF THE EPIDEMIC

(Continued from page 2)



JANA RICKERSON

JANA RICKERSON

Volunteer Coordinator, Emotional Support Program

My job is about making sure that people who call here, get services from Emotional Support. It's about making sure the volunteers who give their free time to be a support person to a person with AIDS and their loved ones, also get all of the support and guidance they need. I perform several roles, as a crisis counselor, mediator, therapist, manager, supervisor, a record keeper, an advocate. It's so multifocused that it's really hard to put into words.

Today, I was sitting and talking to a man who was suicidal. He was telling me all the things that were wrong in his life—and he asked me why he should live. When I heard those things, I thought to myself, "I don't know if I'd want to live." But I told him that I didn't have the answer, that he was the only one that had the answer, but I would be there to listen to him, to support him.

I do that, then five minutes later I put down the phone, I pick up brochures, I go out to City College, I put on my public speaking face and I'm talking to a crowd of people. I enjoy it. The students are receptive. I think they heard compassion and that there was something they could do in this terrible epidemic. I would hope

that if 5 out of those 35 people called, just to ask questions, we might get 3 out of 5 to volunteer. I thought it was good!

I have a lot of grief around the recent changes here at Shanti; the changes of coming from Hayes Street over here, the changes around Jim now not being here, and the changes around people from the outside coming in to look at the system. You can't put what we do into words. There aren't any words that can describe the level of staff and volunteer feeling, compassion and personal involvement. The job doesn't stop at five. It goes on with you—it has an effect on the people you live with in your own house.

During the recent crisis here, I kept my door closed and I kept picking up the phone—meeting the needs of the clients—and detaching myself from all the drama. I believe what came down in this organization was part of the natural life cycle of an organization. Every organization goes through it. That was part of what I kept holding on to while I was working through out all this drama because I know what the natural process is—the natural evolution. There's not one organization that doesn't go through it. It's like human behavior in our life cycle.

For the future, I see rebirthing. This time we might not have yellow eyes. This time we might have orange ones. Hopefully we will still have a heart, that's the most important piece.

YVONNE LUQUIS

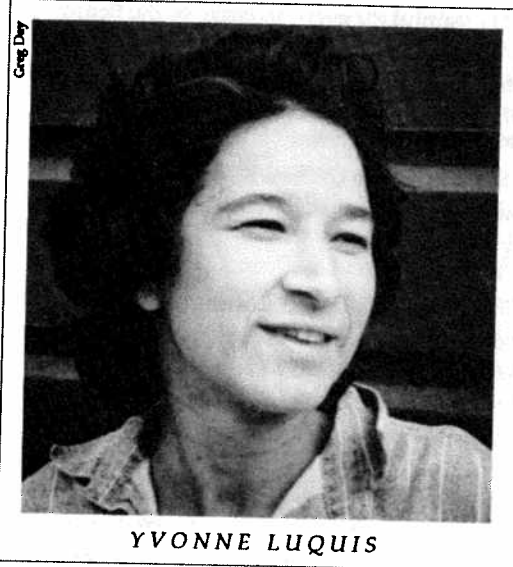
Van Driver, Practical Support Program

My name is Yvonne Luquis. I am one

of the two van drivers at Shanti Project. I've been here 1 1/2 years. A regular day for me starts at 9:00. I have to take people that have been scheduled from the day before to medical appointments. I take them anywhere they want to go as long as it's medical. When they are finished with their treatment or doctor visit, I pick them up and drive them back home.

During the whole day there can be a lot of surprises. I schedule a person for 9:15, they tell me they are ambulatory, and when I show up they may not be, then everything gets backed up. So in terms of timing you want to keep the schedule but it's not 100% sure you're going to be there on time for them. If it is an emergency, I help the person walk to

the van. I never say to a person who can't get in and out of the van, "we're not going to take you." When we call the day before, if it's clear that they need help to get in and out of the van, we ask them to



YVONNE LUQUIS

have a family member or friend help them. Not because of us, but because of their own safety—so they don't fall in the process.

Some people go for medical help on a daily basis. Like people with CMV, who need treatment daily. It can be anything that's related to your health. It can be an acupuncture treatment or a massage. Sometimes I get to know the people. We develop a relationship in the van. I do become attached, especially with the people I see every day. It is hard! I do not separate emotions from my job. It is very important to care about the people we help.

I take care of my van, but sometimes I have a full day schedule and the van breaks down. I have all these people I have to call and cancel. There is a lot of disappointment, starting with myself. But there's nothing we can do about it.

Since the beginning of the recent Shanti crisis situation, clients know what's going on because it's something that's important for them. They exchange opinions in the van. Basically, what

I hear from them is that they want the services to keep going. They don't show concern about who is providing the services as long as they can depend on them. The comment that came always to the surface was, "I hope Shanti continues because their help is important and we need it. We're the ones that suffer in the long run."

For the future I believe every time there is a change in society, there's a chance for things to be better. You don't go backwards. If there is positive energy with everybody and a willingness to do it, we can do it!

MESHA IRIZARRY

Counselor, Ward 5A, San Francisco General Hospital Program

At Ward 5A we are a part of the team. Unlike Shanti volunteers, we are not matched with a single client. We have to push through those doors. Everybody who has ARC or who is an AIDS patient will receive at least one Shanti visit. You have to literally throw yourself into that room—introduce yourself and suggest

the emotional support services. Some people might be very afraid that someone is looking after them. They might feel frightened by my presence, they might

think, "does this mean that I'm in the final stage?" Sometimes we encounter a lot of avoidance and a lot of anger from them, and we have to honor that and meet them pretty much where they are. No matter how trained we are, there's always a sense of insecurity, a sense of intrusion on their privacy. A very important part of

my work is to stay centered after that first encounter.

I think it is hard work. I think it's challenging. I think it's also very rewarding. The life stories that we hear on the ward. Incredible stories—sometimes stories of hate—when they are depressed. There is a wealth of experience from these young men's lives. The richness—it's just incredible. It's an honor to become a part of their extended family system. It's a privilege to be with them.

At first, the recent problems at Shanti didn't make my work more difficult, because of the urgency and intensity at the hospital. Initially we felt, "well, it's unfortunate that the project is going through these turmoils." True and untrue things contin-

ued to appear in the press. Increasingly patients were saying, "What's going on with you?" We felt there was an utter necessity to be more honest and closer to each other. This is part of our growth. We started small, became much bigger and now to revise the organization it is painful and it is exciting because we're being challenged to meet the new situations of the AIDS epidemic. That's what is exciting, to meet the changes and new growth that are coming up at our project. And I feel very comfortable in saying so.

BERT BLOOM

Residence Advocate, Residence Program

My job is to advocate for the guys in the residence program. I am responsible for 6 houses and 24 PWAs. Right now I have all men. Bea Blum, the other Residence Advocate supports 23 PWAs, including one woman. I make sure our residents get the services they need: if they need an emotional support volunteer, Hospice, Open Hand, a Department of

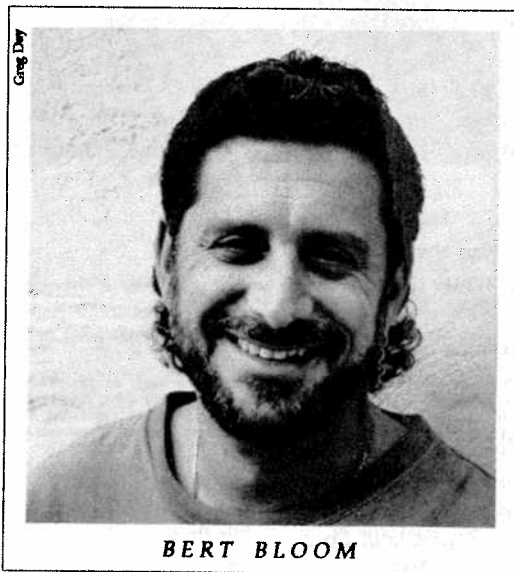
Social Services worker, or a Public Health nurse. To make sure that when they move into our residence they're not just left out there to flounder on their own. I do this several ways. One way is through a weekly house meeting where I find out how

they're doing health-wise, find out what their needs are and then respond. A lot of times they don't need anything or they are already booked up and everything is going smoothly.

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MESHA IRIZARRY



BERT BLOOM

Shanti Project Financial Report for 1987-1988

VAN KEULEN & LUMER

AN ACCOUNTANCY CORPORATION
405 MARKET STREET - SUITE 200
SAN FRANCISCO, CALIFORNIA 94105

(415) 543-0720

MEMBER AICPA
FINANCIAL DIVISION
SEC PRACTICE SECTION

ESMOND H. COLEMAN
3710 HOBBS AVENUE
MILPITAS, CALIFORNIA 95035

Board of Directors
Shanti Project
San Francisco, California

We have examined the balance sheets of Shanti Project as of June 30, 1988 and 1987, and the related statements of support, revenue, expense and changes in fund balances and statements of cash flows for the years then ended. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the financial statements referred to above present fairly the financial position of Shanti Project as of June 30, 1988 and 1987, and the results of its operations and cash flows for the years then ended, in conformity with generally accepted accounting principles applied on a consistent basis.



Van Keulen & Lumer

San Francisco, California
October 7, 1988

Shanti Project Statements of Cash Flows For the Years Ended June 30, 1988 and 1987

	1988	1987
Cash flows from operations:		
From contract reimbursements and contributions	\$2,711,902	\$2,436,044
Payments to employees and suppliers	(2,564,313)	(2,200,958)
Cash from operating activities	147,489	235,086
Cash used for investing activities:		
Purchase of assets	(102,796)	(226,040)
Net increase in cash	45,193	9,046
Cash, beginning of year	214,537	205,491
Cash, end of year	\$ 259,730	\$ 214,537
Reconciliation of net income to cash flows from operations:		
Excess of revenues or (expenses)	\$ (820)	\$ 342,573
Adjustments to reconcile excess of revenues or (expenses) to cash from operations:		
Depreciation	73,297	41,735
(Increase) in receivables	(1,979)	(62,919)
(Increase) decrease in inventory	2,442	(476)
(Increase) in prepaid expenses	(316)	(58,352)
Increase (decrease) in accounts payable accrued expenses	74,865	(27,475)
	\$ 147,489	\$ 235,086

The accompanying notes to the financial statements are an integral part of these statements.

Shanti Project Notes to Financial Statements

Note 1. DESCRIPTION OF THE PROJECT

Shanti Project (the Project) is a non-profit California corporation established to provide community service.

The Project offers free counseling and emotional support for people with AIDS and their loved ones.

The Project provides non-counseling services such as transportation, shopping, and housekeeping, long-term low-cost housing to persons with AIDS, information and referral services regarding AIDS and professional counselors to San Francisco General Hospital for AIDS patients and their loved ones.

Note 2. FINANCIAL STATEMENT PRESENTATION

The Project has modified presentation of the financial statements for the year ended June 30, 1987 to more accurately reflect operations. Prior year financial statements have been adjusted to reflect this change.

During the year ended June 30, 1988 an amount equal to the cost of property and equipment, net of accumulated depreciation, was transferred from the fund balance to an equipment fund in order to more clearly present changes in the unrestricted fund balance resulting from operations.

Note 3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies adopted by the Project are summarized as follows:

- Contributions**
Contributions are recorded when received.
- Prepaid expenses**
Prepaid expenses are amortized over the periods from which the Project derives benefit.
- Depreciation of fixed assets**
Fixed assets are carried at cost, have an estimated life of five years, and are depreciated using the straight-line method. Depreciation expense for the year ended June 30, 1988 was \$73,297 and 1987 was \$41,735, and is included in the statement of support, revenue and expenses and changes in fund balances as an operating expense. Donated assets have not been recorded on the books as fair values are not reasonably determinable.
- Income taxes**
The Project has qualified for tax-exempt status under the Internal Revenue Code and the laws of the State of California. Contributions to the Project qualify as charitable contributions.
- Uncollectible receivables**
The Project uses the direct write-off method to account for uncollectible receivables.
- Inventories**
Inventories are stated at cost on the first-in, first-out basis.
- Cost reimbursement contract**
At June 30, 1988, the Project completed a contract with the City and County of San Francisco and the State of California. The contract called for the Project to provide com-



**SHANTI
PROJECT**

Dear Friends,

I am pleased to inform you that on Tuesday November 8th, Shanti Project received the unanimous endorsement and support of the San Francisco Health Commission by their approval of the Project's full fiscal year 1988/89 funding contract.

As you are well aware, the internal management of the Project has undergone extensive review since March 1988 by the Board's own Internal Review Committee, the San Francisco Human Rights Commission, the San Francisco Health Commission and the San Francisco community at large. In August 1988, our city contract was only approved through January 1989, with the remainder of the fiscal year funding to be considered upon demonstration of internal corrective action by the Board of Directors.

We have made significant progress in curing the various issues and management deficiencies identified by the Human Rights Commission investigation and the Board's own internal review of the Project's operation and management.

Consequently, we approached the Health Commission prior to the scheduled 1989 hearing to explain our extensive progress to date. We felt that a re-affirmation of support by the Health Commission was imperative in restoring our credibility with you, our friends.

The results of this early review were overwhelmingly positive for the Project. The Commissioners unanimously approved the Project's funding for the rest of the fiscal year, stating, "The Health Commission wants to send a clear message to the San Francisco community about the importance of Shanti Project." They made special note of the "decisive leadership and quick, appropriate actions taken to correct the internal management problems previously identified," and commended the staff and volunteers for their excellent service delivery during this difficult time.

I am delighted to report this action to you, and I hope you will find this a strong and positive message that we are moving ahead to ensure the quality and future of the Project.

On behalf of the Board of Directors, the staff, volunteers and clients of Shanti Project, I thank you for your ongoing support.

Sincerely,

Douglas P. Holloway
Member, Board of Directors

Shanti Project
Balance Sheets
June 30, 1988 and 1987

	1988			1987	
	Unrestricted Funds	Restricted Funds	Equipment Fund	Total	
ASSETS					
Current assets					
Cash	\$ 259,730	\$ -	\$ -	\$ 259,730	\$ 214,537
Accounts receivable	224,674	-	-	224,674	222,695
Interfund receivable (payable)	(35,305)	35,305	-	-	-
Inventory	2,326	-	-	2,326	4,768
Prepaid expenses	128,800	-	-	128,800	128,484
Total current assets	<u>580,225</u>	<u>35,305</u>	<u>-</u>	<u>615,530</u>	<u>570,484</u>
Property and equipment	-	-	427,808	427,808	325,512
Less accumulated depreciation	-	-	135,921	135,921	62,624
Net property and equipment	-	-	<u>291,887</u>	<u>291,887</u>	<u>262,888</u>
Total assets	<u>\$ 580,225</u>	<u>\$ 35,305</u>	<u>\$ 291,887</u>	<u>\$ 907,417</u>	<u>\$ 833,372</u>
LIABILITIES AND FUND BALANCES					
Current liabilities					
Accounts payable and accrued expenses	\$ 144,391	\$ -	\$ -	\$ 144,391	\$ 69,526
Fund balances	<u>435,834</u>	<u>35,305</u>	<u>291,887</u>	<u>763,026</u>	<u>763,846</u>
Total liabilities and fund balances	<u>\$ 580,225</u>	<u>\$ 35,305</u>	<u>\$ 291,887</u>	<u>\$ 907,417</u>	<u>\$ 833,372</u>

Statements of Support, Revenue and Expenses and Changes in Fund Balances
For the Years Ended June 30, 1988 and 1987

	1988				1987
	Unrestricted Funds	Restricted Funds	Equipment Fund	Total	
Support and revenue					
Contract cost reimbursement	\$ -	\$ 1,257,188	\$ -	\$ 1,257,188	\$ 1,048,612
Grants	180,277	116,038	1,297	297,612	477,556
Donations	663,152	-	-	663,152	481,061
Fund raising	481,925	-	-	481,925	414,995
Miscellaneous	113,004	-	-	113,004	129,045
Total support and revenue	<u>1,438,358</u>	<u>1,373,226</u>	<u>1,297</u>	<u>2,812,881</u>	<u>2,551,269</u>
Expenses					
Personnel	945,262	724,313	-	1,669,575	1,274,379
Occupancy	221,224	257,147	161	478,532	354,102
Operating	230,857	233,615	53	464,525	400,622
Advertising	6,573	69,957	-	76,530	67,219
Travel and events	41,919	7,045	-	48,964	63,030
Professional fees	29,731	45,844	-	75,575	47,344
Total expenses	<u>1,475,566</u>	<u>1,337,921</u>	<u>214</u>	<u>2,813,701</u>	<u>2,208,696</u>
Excess of revenues or (expenses)	(37,208)	35,305	1,083	(820)	342,573
Fund balances, beginning of year	763,846	-	-	763,846	421,273
Transfer to equipment fund	<u>(290,804)</u>	<u>-</u>	<u>290,804</u>	<u>-</u>	<u>-</u>
Fund balances, end of year	<u>\$ 435,834</u>	<u>\$ 35,305</u>	<u>\$ 291,887</u>	<u>\$ 763,026</u>	<u>\$ 763,846</u>

munity service to persons with AIDS in five distinct areas, in addition to administering a sub-contract for the San Francisco AIDS Office.

The costs incurred by the Project pursuant to this contract for the years ended June 30, 1988 and 1987 were as follows:

	1988	1987
Emotional support	\$ 322,701	\$ 181,853
Practical support	229,639	138,376
Residence	423,583	462,274
Professional counseling	208,159	183,598
	<u>1,184,082</u>	<u>966,101</u>
AIDS Office subcontracts	<u>73,106</u>	<u>42,800</u>
	<u>\$ 1,257,188</u>	<u>\$ 1,008,901</u>

Note 4. LEASE

Office facilities occupied by the Project are leased. Minimum annual rental under this lease is as follows:

For the year ended June 30, 1989	\$192,000
1990	192,000
1991	192,000
1992	128,000

The office lease contains an option to extend the lease for an additional five years at an increased rent. The total office rent was \$192,000 in 1988 and \$113,646 in 1987.

Note 5. CONTRIBUTION AND LEASE AGREEMENT

The Project has a lease agreement with two contributors covering two residential units. Outstanding contributions of \$54,000 have been deemed uncollectible as of June 30, 1988. The Project's liability for unpaid rent is \$45,000 at June 30, 1988.

Note 6. PENDING LITIGATION AND CLAIMS

The Project is party to various cases and claims. A former resident has instituted a case charging unlawful detainer by the Project. Another tenant contends that he was displaced from his residence. In both cases, it is counsel's opinion that any losses would be minimal. New grievance, mediation and arbitration procedures have been structured to deal with residence issues.

A former employee has charged, by attorney's correspondence, defamation, invasion of privacy, etc., against two employees.

The ultimate outcomes of the above-mentioned claims are not presently determinable and no provision for any liability has been made in these financial statements.

Note 7. SUBSEQUENT EVENTS

The Project's contracts for operating expenses with the City and County of San Francisco have been approved through January 31, 1989. Management expects the contracts to be extended through June 30, 1989.

On October 4, 1988 the Project reached an agreement with its executive director regarding termination. At that date the Project assumed a severance liability of approximately \$73,000 to be paid over two years.

COMMUNITY THRIFT ASSISTS SHANTI

By Richard Reidy, Development Director



Bob Ross, President of the Tavern Guild Foundation, presents a check for \$6,364.15 on behalf of the Community Thrift Store to Rich Reidy, Director of Development for Shanti Project.

A great way to get rid of household items you no longer need is to donate them for the benefit of Shanti to the Community Thrift Store, 625 Valencia (phone 861-4910).

For six years now the Community Thrift Store has supported the work of Shanti Project through its profit distribution program. Persons donating items to CTS are invited to designate the charity of

their choice to receive the proceeds from the sale of items being contributed. Since the program's inception in 1982, almost \$58,000 has been given to Shanti.

The Community Thrift Store is the creation of the Tavern Guild Foundation, one of the oldest and most respected gay organizations in the city. President of the Foundation, Bob Ross, maintains a careful overview of the store's operation, seeing to it that donated items are properly inventoried for the benefit of the 200+ charitable organizations that receive CTS funds. Mr. Ross noted that the two largest categories of charities served are AIDS organizations and numerous women's community organizations.

The Community Thrift Store is open seven days a week from 10 to 6. A free pick-up service is available. See you at the Thrift!

FRONTLINE OF THE EPIDEMIC (Continued from page 7)

Unfortunately, most of the time we are reacting to crises. Because of the AIDS virus, their health goes up and down. It is usual to get called because someone is on the way to the hospital, or because their health has dramatically gone downhill in a couple of days. So we're very crisis oriented.

This is an incredibly difficult job, because as much as you would like to maintain a professional distance, you can't help but become involved in your clients' lives. They become your buddies, your friends—some more than others. Unfortunately, with this job, the majority of your clients pass away over a period of time. Sometimes it's quickly, sometimes it's slowly. There's only been one person that I'm working with now that's been around since before me and I have been here less than two years.

Among the residents, I'm a mediator. Sometimes their feelings come out in unusual ways. I am there to listen to them and to support them—"talking it out" by "expressing their feelings." A big problem often occurs when you have somebody really sick in the house. "How is it for you living with a roommate who has a temperature twelve hours a day

with people coming in and out? How is it for you that you just got through losing two roommates in two months? How are you dealing with that?" I had two guys die in the same house this last weekend. "How is it for you to lose two roommates in two days?" Sometimes I provide emotional support to the survivors. Most of the time, I make referrals to volunteer therapists, to Gail Winston our Clinical Coordinator, to our support groups, or to our Emotional Support Program.

I usually start my day by going to two house meetings. I come back in the afternoon and do intakes in the residence department. I go to San Francisco General every Wednesday afternoon for discharge planning—I am Shanti's representative at this meeting. If people are homeless and need a place, I take the referral. People are there from the Shanti 5A staff, Ward 86, substance abuse programs, the AIDS Foundation, Peter Claver House and other agencies.

The house meetings serve several purposes. One is for me to see how they are doing—how their health is. I can't really know with a telephone call. I find out what their needs are and follow up on it when I get back to the office. The second part of it is to handle just basic roommate problems. "So-and-so's not taking out the trash, so-and-so's leaving a mess all over

the living room."

Unfortunately, people usually get sick in waves. Right now we are in the middle of a crisis. We have two people sick in the hospital. Two people in a residence that are not doing well. I coordinate the services and keep an eye on them. That's what it takes. It's a real crisis kind of situation. We are on call, 24 hours a day, one week each month. If we have emergencies over the weekend I have to handle those, too.

The recent management crisis at Shanti was incredibly hard for me. The environment around here was awful. It made work much more difficult. Residents were terrified that they were going to lose their home. They didn't know how all this was going to come down. We are talking about basic survival issues here. Issues like the roof over your head. Our residents were concerned. They were afraid that they were going to be thrown out in the street. It was very difficult during that time to constantly reassure them that things were going to be OK, that they were still going to have a roof over their head.

For the future, I would really like to put the past in the past, and start fresh. For me, this is an incredible opportunity to make Shanti even better than it is. I really see this as a chance!

The Shanti Project, a volunteer-based organization, welcomes financial contributions from those who appreciate our efforts and want to help. Please send your tax-deductible donation to the Shanti Project, 525 Howard Street, San Francisco, CA 94105.

I would like to support the Shanti Project with a donation of:
 \$25.00 \$50.00 \$100.00 \$200.00 Other \$ _____

I am interested in becoming a volunteer

The enclosed is a Memorial Gift from _____
 IN MEMORY OF _____

Please notify the family members at the address below:
 Name _____ Phone _____
 Street _____
 City _____ State _____ Zip _____

I have moved; my new address is:
 Name _____ Phone _____
 Street _____
 City _____ State _____ Zip _____

NOTICE: The Shanti mailing list is the sole property of Shanti Project. It will not be sold, loaned or otherwise shared with any organization, business, or individual.

cartoon Artists Support Shanti

By Richard Reidy, Development Director

Shanti Project is the beneficiary of an extraordinary collection of cartoons dealing with aspects of the AIDS epidemic. Entitled "Strip AIDS USA," the collection represents the collaboration of over 120 artists from across the country whose contributions were solicited by cartoonists Trina Robbins, Robert Triptow, and Bill Sienkiewicz. Ron Turner of Last



"WHEN" by Jackie Urabanic and Mary Levine. From Strip AIDS U.S.A. © 1988 Last Gasp.

Gasp, one of the original underground comics publishers dating from the '60's, published the collection at cost and contributed all profits to Shanti Project. The three editors also contacted cartoon publishers and syndi-

cates seeking their help in promoting the book. The response was overwhelmingly positive as can be seen from the number of nationally famous artists whose work appears in "Strip AIDS USA." Plan to buy copies for your friends for the holidays!

A special booksigning for "Strip AIDS USA" was held on August 21 at "A Different Light, Books." Contributing artists are: Front row, l. to r.: Paul Marvides, Caryn Leschen, Trina Robbins, Norm Dog, Tom Tomorrow; Middle row: Leslie Ewing, Donelan, Robert Triptow; Back row: Tim Barela, Lloyd Dangle, Lee Binswagner, Spain Rodriguez.



Richard Reidy

SHANTI PROJECT



525 Howard
San Francisco, California 94105
(415) 777-CARE

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SHANTI VIDEOTAPES

The Shanti Project is proud to announce the availability of our complete volunteer training program on videotape. Videotapes of the training program can be used by any group wishing to start an organization to provide volunteer counseling. These training materials are designed to be used both as a resource by the organizers of a new group and in the training of volunteer counselors.

For more information about the Shanti training videotapes, call the Shanti Project office at (415) 777-CARE.