



## Shanti's Board Appoints New Executive Director

Gloria J. Sandoval, executive director of the Rape Crisis Center in San Pablo, California for the last 14 years, became Shanti Project's executive director on November 15, 1993.

A graduate of UC-Berkeley in 1973 with a bachelor's degree in sociology, Ms. Sandoval's responsibilities at the Rape Crisis Center included negotiating and executing contracts from 25 funding sources. She has experience in fiscal and budget analysis, compliance monitoring and cost reporting, as well as in fundraising and grant writing. She also has expertise in program planning, public relations, mediation, counseling, and personnel.

Active in the community, she chaired the California State Coalition of Rape Crisis Centers from 1988 to 1992 and the Marin Women's Services Coalition in 1992. Besides serving on a number of other state and county panels, Ms. Sandoval is former board member of the National Center for



*Gloria J. Sandoval*

Parental Protection and the Women's Therapy Center.

"The board's decision to appoint Gloria was unanimous. All of us were extremely impressed with her credentials and experience. She meets all of the

criteria the search committee established during the selection process," said Doug Holloway, Chair of Shanti's board of directors.

Shanti's various constituencies helped develop the executive director profile used during the search process, which was conducted by a search committee comprising volunteers, clients, staff, and board members. The committee was assisted by executive recruiters Eunice Azzani of Korn/Ferry International and Steve Fogle of the Alexander Group, both of whom provided their services pro bono.

After the resignations of its two top officers in April 1993, Shanti was guided by interim executive director Paul Lambros who resigned in August to take on the directorship of a low-income housing agency in Seattle. Since August, board chair Douglas Holloway, and Tim Wolfred, executive consultant, have shared the project's leadership. □

## New Contract Mandates Changes In Shanti Services

*By John Conley  
Director of Client Services*

In line with efforts to consolidate provision of HIV services, the San Francisco Department of Public Health AIDS Office has combined several contracts for psychosocial support into one "super RFP (Request For Proposals)" for the 1993-94 fiscal year. The RFP specified that applicants for funding must collaborate with other agencies to design client-friendly service systems which feature a single intake process and avoid duplication of services, among other requirements.

Shanti cannot currently apply for government funds under its own name because of recent problems with its 1991-92 housing contracts. It must act as a subcontractor to other agencies until the

1991-92 and 1992-93 audits are completed by Coopers & Lybrand and accepted by the AIDS office.

In the proposal submitted to the AIDS Office in response to the "super RFP," Shanti will act as a subcontractor to the S.F. AIDS Foundation to provide one-on-one practical and emotional support to persons with AIDS just as we have in the past. We will continue to recruit and train volunteers according to the Shanti model. The AIDS Health Project, the third partner in this new service venture, will be responsible for clinical supervision and assessment. The proposal is complicated and represents a significant departure from the status quo for all three agencies.

Clients should welcome the results: one intake process to gain access to a  
*(continued on page 4)*

**YOUR HOLIDAY SHOPPING  
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100% of the profits from every sale benefits AIDS service agencies. Shanti sales items include Entertainment '94 books, red ribbon t-shirts, and calendars.

**THE GIFT THAT GIVES TWICE**

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San Francisco, CA 94114  
415/252-9430



# ECLIPSE

THE SHANTI PROJECT NEWSLETTER

Published by Shanti Project for the friends, volunteers, clients, and staff of Shanti Project, 525 Howard Street, San Francisco, California 94105, 415/777-CARE, (TDD) 415/495-7495; (FAX) 415/777-5152. Shanti Project is a contract agency of the San Francisco Department of Public Health and United Way of the Bay Area. Copyright 1993 by Shanti Project.

DEC 1993, JAN/ FEB 1994

FOUNDER

Charles A. Garfield, Ph.D.

EXECUTIVE DIRECTOR

Gloria J. Sandoval

MANAGING EDITOR

COMPUTER GRAPHICS

Peter Niland

Shanti is a Sanskrit word meaning "inner peace." An Eclipse is the passage from light to darkness to light. For Shanti Project, it represents the process of change brought about by illness, grief, and the understanding and hope that people living with AIDS experience from the work of volunteers who bring their love and support.

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MISSION STATEMENT

Shanti Project is a nonprofit organization serving people with HIV disease and their loved ones, primarily in San Francisco. Our aim is to enhance the quality of life and independence for people with HIV disease, while reducing their need for institutional care.

Shanti's services are provided by trained volunteers and staff and include client advocacy, emotional support, hospital-based counseling, housing, practical assistance, recreation, support groups, and transportation. Shanti is committed to serving HIV affected people from all communities while abiding by the highest ethical and nondiscriminatory standards in all our activities and programs. We aim to support the human rights and dignity of people as they find their own solution to the challenge of HIV disease.



Sharing in United Way Funds

## SHANTI HAPPENINGS

Our heartfelt gratitude and best wishes go with Douglas P. Holloway as he steps down as chair of Shanti's board of directors on December 1. His tenures, 1989 to 1991 and again in 1993, sustained Shanti through two of the most difficult periods in its history.

### Caregivers Support Program

Iris Diaz is the new coordinator of our Caregivers Support Program, formerly managed by Bert Bloom who resigned in July. The program assists caregivers, family, friends, lovers, or roommates who are taking care of a person with AIDS, providing them with ongoing emotional support, help in organizing support teams, and information and referrals for learning home care skills and accessing services.



Harry Langdon Photography

*Karen Valentine, Emmy Award winning actress of stage, screen, and television provided voice-over for the video presentation at Shanti Project's 5th Annual Dinner and Awards Ceremony in October. Ms. Valentine recorded Shanti's video through the courtesy of Browne Zukow & Associates while in San Francisco for performances at the Curran Theatre.*

### Shanti's Winter Celebration

Celebrate the holidays with clients, volunteers, and staff at Shanti's Winter Gala on December 12th, 5:00-9:00pm. The evening of fun, food, and frivolity will be held at St. Mary's Conference Center, 1111 Gough Street. For more information, call Darnell Stinson at 415/777-2273.

### Upcoming Trainings

Throughout the year new Shanti volunteers learn the skills needed to provide practical assistance and peer support to people with AIDS and their loved ones. The following trainings are scheduled through March.

- January 29 and 30 — Latino Program
- February 4, 5, 6, and 12 — Volunteer Services Program
- February 26, March 5 and 6 — Crossings Program
- March 19 and 20 — Latino Program

To register for any of these trainings, call Volunteer Recruitment at 415/ 777-2273.

### Save These Dates!

January 13 — CRITICAL MASS group exhibition by local figurative artists.

March 12 — '94 AIDS DANCE-A-THON. Bay Area's largest annual dance party.

May 21 — 10th ANNUAL AIDS BIKE-A-THON. Cycle or pledge a Shanti rider.

For details about these events benefiting Shanti, call Mary Cain at 415/777-2273.

### Housing Programs Transferred

A major part of Shanti's housing programs will have been transferred to other agencies before January 1, 1994. Catholic Charities assumed responsibility for operating Shanti House, a residence for 65 people with AIDS, on November 1. On December 15, management of 10 group-living residences, housing 32 clients at capacity, will be transferred to Baker Places, Inc.

As *Eclipse* goes to print, Shanti is still responsible for a rental subsidies program serving 35 clients and three 24-hour care homes housing a total of 9 clients. Further transfers are not confirmed at this time. Shanti has and is continuing to work closely with the AIDS Office to assure that current residents are not affected by the transfers.



*Honorees at Shanti's 5th Annual Dinner and Awards Ceremony included: (l. to r.) Jennifer Akfirat, Wayne Corbitt, Philip Denney, Bill Zerkle, Wyndham Young, and Marta Morales. Not included is Sister Hellina Handbasket who accepted the award presented posthumously to Sister X-tacy.*

Photo: Gloria Swanson

# SPOTLIGHT: SFGH COUNSELING SERVICES

## A Decade on the AIDS Ward

In July 1983, San Francisco General Hospital (SFGH) opened a 12-bed Special Care Unit to improve the quality of care for people hospitalized with AIDS. Those who were involved in the opening of SFGH's AIDS Ward recognized the immense amount of emotional support that would be needed for patients and their loved ones. They decided to staff the ward daily with Shanti counselors in order to meet those needs.

The following is excerpted from a 1983 *Eclipse* article about the AIDS ward by Shanti counselor Linda Maxey, R.N.

*The reality of the devastating effects that AIDS has had on those with the disease and their families, friends and lovers is inescapable here. We have seen young, previously healthy and independent people rapidly become financially destitute and physically dependent on others. We have supported them through the roller-coaster changes and the loss of many of the things that make us feel important: our jobs, our ability to be productive and contributing members of society, our physical appearance, our talents, etc. In the face of all this, what we see are the incredibly loving and courageous qualities of those we serve. I am reminded that it is the darkness of the night that allows the brilliance of starlight to be seen most clearly.*

*We have talked to families and friends who live great distances away, struggling with the decision of when to visit. We have comforted them in their pain of arriving to find someone who appears vastly different from the son or friend they last saw. We have supported them through the agony of having to leave and say good-bye, wondering if it is forever. We have sat with patients during the painful phone call, "Mom,*

*I have something to tell you. Is Dad there with you?" We have spent many hours with parents who have just been told that their son was gay, that he has AIDS and that he is dying. Though being confronted with overwhelming issues and decisions in an all too limited amount of time, we continuously see people meet the challenge with amazing inner strength and compassion. We have seen some patients who do not have the support of parents or brothers and sisters but who have a loving family of friends. We are always saddened when for others the staff may become the closest semblance of a family that they have.*



Shanti Counselor Mesha Irizarry and Robin Rose, Director of Shanti's Counseling Program at SFGH

Today, ten years later, the work done by Shanti staff counselors is principally the same: providing patients and their loved ones advocacy, education, referrals, and most of all, an understanding and loving presence. But, ten years has brought changes. In a recent interview Shanti staff counselor Mesha Irizarry and Robin Rose, Director of Shanti's SFGH Counseling Program, discussed these changes.

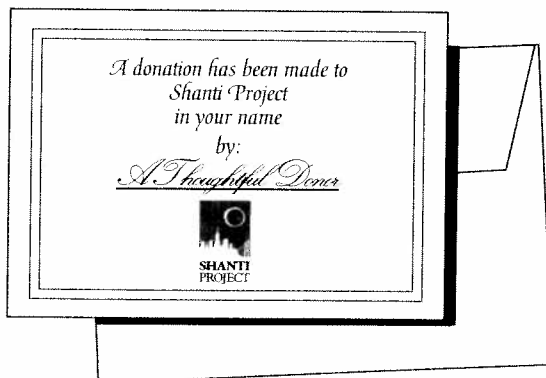
**Robin:** *The profile, "previously healthy and independent," was true in 1983 since nearly all the patients were gay white middle class men. But, over the years there has been a shift in the people we are seeing at SFGH. For instance, I remember the first woman AIDS patient on the ward. There are many people here for whom AIDS is just one of many life-threatening problems they're facing, such as poverty, homelessness, drug addiction, and psychological problems.*

**Mesha:** *Right now, there are three women on the floor, all of them are heterosexual, all of them women of color.*

(continued on page 4)

### SHANTI DONATIONS

Avoid the holiday shopping crowds! Consider donating to Shanti Project as your gift this season.



Simply enclose the names and addresses of each recipient with your donation and return in the enclosed envelope. An attractive gift card will be sent immediately.

SHANTI PROJECT needs your generous support. Please send your tax-deductible donation in the enclosed envelope to:

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San Francisco, CA 94105

I would like to support Shanti Project with a donation of:  
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variety of services, increased availability of clinical support and professional mental health assistance when needed, and far less "running around town" to apply for services.

The "super RFP" affects Shanti's current contracts for emotional and practical support, and a separate contract which funds Shanti's Latino and Native American support programs. Shanti's other programs are not directly affected (they are funded by separate contracts and/or privately raised funds), but whatever has impact on Shanti's largest programs will inevitably cause some "ripple effects" within the agency's other programs: the Van Service, the Crossings Program, Caregiver Support, the SFGH Counseling Program, Volunteer Recruitment, and the Activities Program.

On November 3, the joint proposal was selected for funding. At this time, final contract negotiations continue with the AIDS office. The initial funding period for this contract is 18 months.

At Shanti, these changes create an opportunity for us to improve all our services, to interact beneficially with other agencies, and provide better support for all our clients. □

**Robin:** It is also true, in general, that most of the people with means or with insurance are going to other hospitals, but they used to come here by choice, because, in 1983 they believed that AIDS care was better at SFGH.

**Mesha:** I'm not so sure that there is such a dramatic change in the AIDS population citywide. Today the hospital system makes an earlier effort to recognize and screen people with HIV. And, there is more awareness of the diversity of the population.

Here we deal primarily with indigent people. You have to pay special attention to their survival needs as well as providing emotional support. Often we find ourselves fulfilling the functions of a social worker before we can begin to talk about feelings.

**Robin:** The picture of sitting down and talking about issues, listening, being non-judgmental and agenda free is a model that we have had to adjust in order to respond to a more diverse population. Sometimes being agenda-free also means to let go of the agenda that we're here to provide a certain kind of counseling. It may be that the most non-judgmental thing that you're going to do for somebody is to give them some clothes or take them out for a cigarette.

It's not to say that those ways of

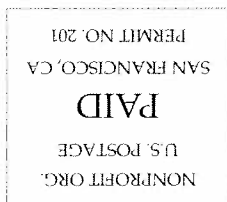
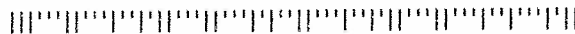
servicing people aren't supportive, because sometimes they open the doorway to more trust and a relationship develops that allows the patient, in a particularly critical stage of the illness, to be willing to let the counselor into their realities in a different way.

**Mesha:** I think an important aspect of counseling here is an acute awareness of different cultural styles. I worked with a man from Mexico who left the hospital instead of being treated because everything appeared crazy to him. He was strongly homophobic. It wasn't acceptable to him that doctors presented him with choices, because where he grew up doctors who gave you choices didn't know what they were talking about. Our role was to try to acknowledge the different cultures and normalize the situation. We finally did, and now he is being treated regularly.

We must give time and space for people to integrate and process what's happening to them. At SFGH there is this incredible spread of different cultures, different lifestyles, different ways to approach life and death.

But, still, the face that AIDS wears is the face of a person who is someone's mother or father, lover or best friend, husband or wife, son or daughter, brother or sister. □

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