

DOUG PAXTON'S STIRRINGLY SIMPLE MESSAGE to the Board of Supervisors (shown in full on the reverse) helped secure another year's funding for our volunteer support program in San Francisco. As I listened to Doug and many others speak from the heart, I don't think I realized how soon their words would become essential to me as a guide through some difficult decisions. ♦ Recently, Shanti's Board of Directors approved a restructuring of the organization. This new collaborative structure will enhance Shanti's capacity to develop and export its programs. Though 12 positions were eliminated, reduced, or reconfigured, no services to Shanti clients will be reduced. ♦ I'd like to take the opportunity here to recognize those employees who shall be leaving us. Their dedicated service has been a great benefit to Shanti and our clients; they will be greatly missed. ♦ As we implement the new organizational structure, Doug's words – and the testimony of so many others – remind us that we hold certain beliefs: that service comes first; that Shanti needs to be flexible to meet the ever-changing needs of the people we serve; that our unique work is still needed, maybe now more than ever. ♦ –Hywel Sims, Executive Director

SHANTI VOICES October '03

SHANTI'S NEWEST PROGRAM

Continuing our long tradition of sharing knowledge and

experience with other organizations, this year the Shanti National Training Institute introduced the California Peer Educator Project. With programs scheduled in the Greater Bay Area, Southern California, the Central Valley, and Northern California, the three-year mission of the California Peer Educator Project is to enhance the lives of the state's HIV-infected people of color (the population with the fastest growing infection rates) by improving the work experiences and effectiveness of the peer educators who serve them.

Like volunteers, peer educators are too-often the last members of an organization to receive adequate training or support—even though the work they do is so vital. They are on the frontlines of helping people with HIV/AIDS, providing services such as needs assessment and referral, emotional and practical support, treatment education, advocacy, and conflict resolution. Yet most organizations have lacked the funding to invest in their peer educators. The California Peer Educator Project will help to provide the necessary resources.

At Shanti we know—and our 30 years of working with volunteers backs it up—that innovative, values-based training and continuing support will increase not only the quality of someone's work, but also how long they remain with an organization. The series of intensive workshops are designed for both peer educators and the people who manage them. This will not only enhance skills and knowledge for peer educators of color in California, but will also bring more persons from ethnic communities into care, and will build the capacity and cultural competency of organizations statewide to train, support, supervise and retain skilled peer educators.

The California Peer Educator Project is funded by the United States Department of Health and Human Services/Health Resources and Services Administration (HRSA).

PROGRAM NOTES

IN THE LAST THREE MONTHS:

- ♦ The LifeLines Program began offering services to 10 new clients with breast cancer. Over the past 18 months, LifeLines has served 123 women.
- ♦ HIV Services conducted a three-day training for new peer support volunteers, graduating 14 new volunteers. The next volunteer training will take place December 12, 13, and 14 for people who want to volunteer with either people with HIV/AIDS or women with breast cancer.
- ♦ The L.I.F.E. Program began a new 16-week mind/body workshop series with 28 participants. This is the ninth L.I.F.E. Program cycle to be offered in San Francisco.
- ♦ The California Peer Educator Project (see article at left) conducted 2 trainings for peer educators with 57 attendees and 1 training for program managers with 19 attendees. The trainings took place in Berkeley and San Diego.

STAFF NEWS

We are pleased to welcome Molly Singer to Shanti as the new Chief Financial Officer/Chief Operating Officer (CFO/COO). Molly brings to Shanti an impressive history of experience in both corporate and non-profit finance, with past work at such organizations as Dun & Bradstreet, Apple Computer, and the Global Fund for Women. As CFO/COO, Molly will oversee all finance and accounting, purchasing, legal, human resources, and facilities operations at Shanti.



PHOTO OF JANELLE MARIE AND JANET REILLY BY RON DIAL

TO RUSSIA WITH LOVE

29th Annual Awards Gala
Thursday, October 23, 2003

Please join emcees Janelle Marie of KRON-TV (left) and Janet Reilly (right) for an evening of iced vodka and champagne, fine caviar, wine and spirits tastings, a silent auction, and an elaborate buffet. Festivities begin at 6 p.m. at the Merchants Exchange Julia Morgan Ballroom. Help us honor some of our outstanding volunteers and generous contributors on this very special evening.

\$200 per person

For more information, call (415) 674-4764.

This fall is a busy time for all of us at Shanti. Our Annual Gala is always a fun evening and is an important source of funding for our programs. I hope you will be able to join us. We are also re-launching our major individual donor program. We are especially grateful to the current members of the program, whose names are listed elsewhere on this page.

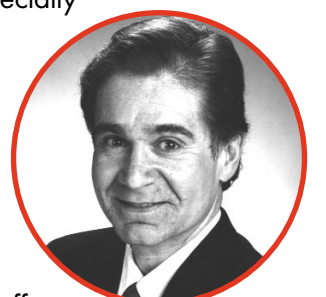
The members of the Charles Garfield Society make generous donations to Shanti, ranging from \$1,000 to \$50,000, and we wish to recognize them for their dedicated support.

Since I founded Shanti nearly thirty years ago, I have been very committed to the extraordinary services provided by our staff and volunteers, and have been a longtime financial supporter myself.

I would especially encourage you to join the major individual donor program and have decided to offer a

special challenge grant. If you are not currently a member of the Charles Garfield Society and join before the end of 2003, my wife Cindy Spring and I will match your gift (up to a maximum total grant of \$20,000). So every dollar you give will result in Shanti getting two dollars for its vital programs.

With thanks and appreciation, Charles Garfield, Ph.D.



FROM THE BOARD CHAIR

JOIN THE CHARLES GARFIELD SOCIETY TODAY!

The Charles Garfield Society was established several years ago to recognize individual donors who make direct contributions to Shanti of \$1,000 or more during a twelve-month period. Shanti has recently made some revisions to this important program, and is placing increased emphasis on seeking new members for this generous group of supporters and on acknowledging their support. We express appreciation to the members of the Society by providing several benefits, including publishing their names, inviting them to the annual Charles Garfield Society Reception, and at certain levels providing complimentary tickets to the Annual Gala. Of course, the greatest benefit is the satisfaction of knowing that their gifts play an especially important role in making possible the services that Shanti provides to people living with HIV, breast cancer, and others in need in our community. To receive the new Charles Garfield Society brochure, or for additional information, please call Hywel Sims, Executive Director, at (415) 674-4730, or view the information online at www.shanti.org.

CURRENT CHARLES GARFIELD SOCIETY MEMBERS

PATRONS
Charles A. Garfield & Cindy Spring
Josephine Caffese Lott
Janet & Clinton Reilly
Jim Stephens

VISIONARIES
Joan & Ralph Lane, Jr.
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PACESETTERS
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Viola B. Lucero & Thomas Nugent
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Hywel W. Sims
Mark T. Stafford
Koren & Michael Stonebreaker
Dennis P. Stradford & Josephine T. Wunderlich
Lyle Steven Swallow
Dede Wilsey

Save the Dates

Holiday Hobnob

Tuesday, December 16, 2003

Join us at the Plush Room for this annual cabaret performance to benefit Shanti.

Annual Teddy Care Concert

2 Sundays, December 7 and 14, 2003

Bring \$25 for Shanti and a teddy bear for a child at SF General Hospital to the Plush Room and hear your favorite local performers.

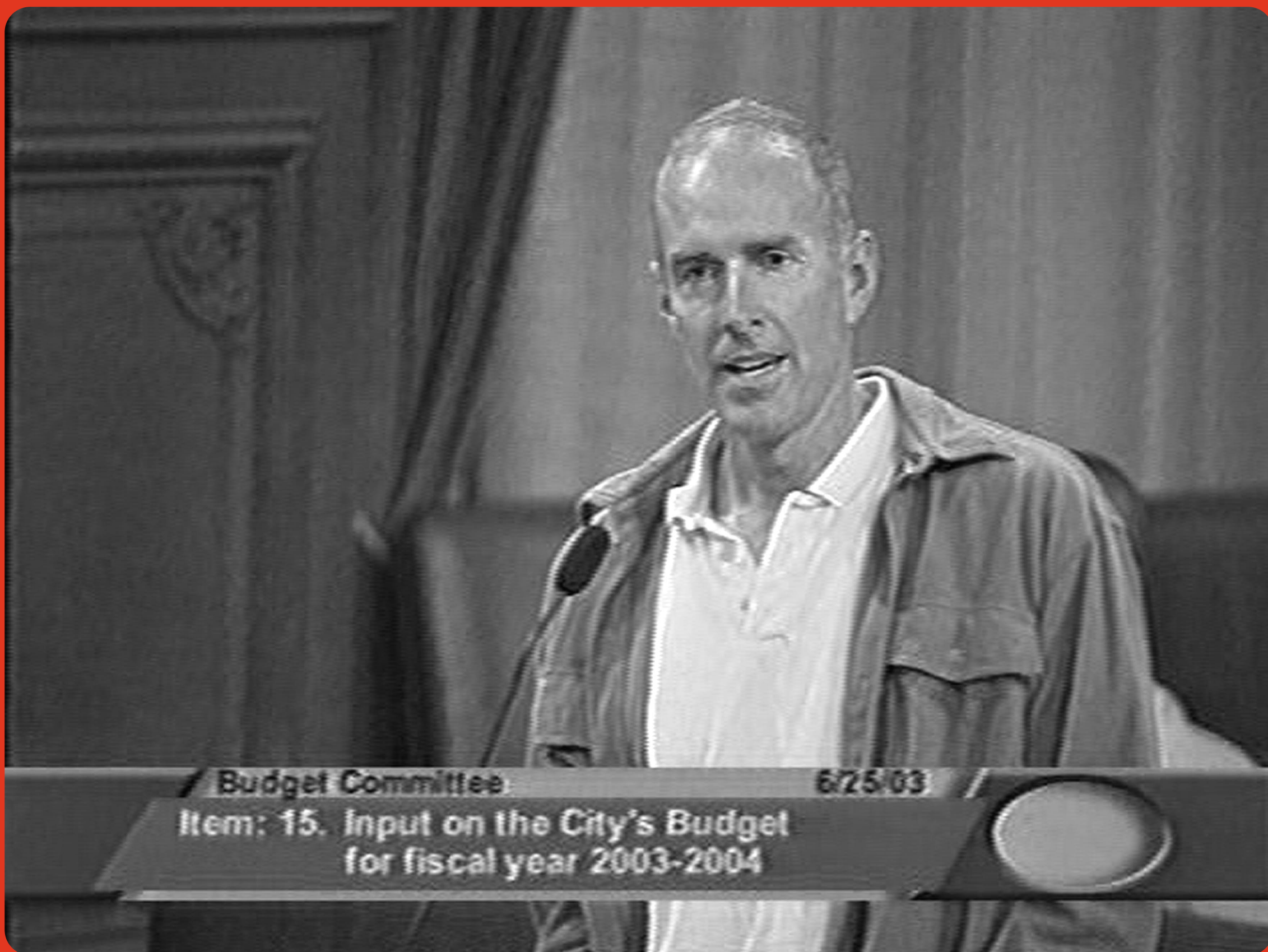
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Shanti Project
730 Polk Street
San Francisco, CA 94109
415-674-4700
www.shanti.org



OUR VISION Transforming the art and practice of health enhancement, volunteerism, and community building.
OUR MISSION Shanti advances its vision of healthy individuals, organizations, and communities through exemplary training and education, volunteer services, practical and emotional support, counseling, research and publications, and transformative leadership.
OUR BOARD OF DIRECTORS Dr. Charles Garfield, Founder & Chair; Gregory L. Casillas; William L. Dawes; Ron Dial, Treasurer; Barbara Henderson; Joshua Levenberg; Josephine Caffese Lott; William Olds; Paul Pedrazas; Bob Rybicki; Clara Shayevich; Stu Smith, Secretary; Karen W. Stonebreaker; Dennis Stradford

Visit Us Online at www.shanti.org



Hi, Supervisors. My name is Doug Paxton. I'm here representing Shanti—I'm a volunteer. In some ways I think Shanti's trainings and peer support model actually prepare people for being better citizens. You know, it goes beyond just taking care of people with HIV and AIDS.

I've been a volunteer for 11 1/2 years and as I was waiting tonight to come up here, I calculated how many hours that meant I had been working with Shanti. It amounted to more than a full work year—as though I had worked full time for Shanti for one year. That's *something* in a time of fiscal crisis, when you want to maximize your resources and get the most bang for your buck. I think there aren't many organizations that would inspire me to stick with something for that full 11 1/2 years, but Shanti's really done it.

I've had one particular client for the entire time. I've seen him go from illness and depression and threat of homelessness and drug addiction, all at various times, to now, when he's four years clean and sober and doing really well. I've been the only consistent person in his life over that 11 1/2 years. Nobody else has witnessed the whole thing. So I think there's a way that we do keep people out of more expensive services by witnessing their lives as they unfold.

So please do what you can. Thank you.



Shanti