Dear Mosaic Family,

2019 was an eventful year here at The Mosaic Project. We made significant strides towards developing our permanent home for peace, diversity and equity education. As the news headlines teemed with examples of youth leading in public life, we had the chance to witness over 1,000 young people flourish at our Outdoor Project. They learned to exemplify the Mosaic values of Mutual Respect, Open-Mindedness, Self-Respect, Awesome Attitude, Individuality, and Community. What’s more, our youth embraced these lessons with hope and joy.

We are grateful for the recent rise in community engagement. It gives us hope to see individuals of all backgrounds and ages take action toward creating more inclusive, just communities. This rising tide also creates more opportunity for The Mosaic Project. Engaging in peaceful and productive changemaking takes listening, empathy, and communication across differences. It takes a willingness to work together to solve problems. (As we like to say here at Mosaic, “it’s not you vs. me — it’s you and me vs. the problem.”) It takes the skills Mosaic teaches.

We are grateful to you for joining our Mosaic community. Whether you are a supporter or program participant, you are a vital member of a diverse network of peacemakers committed to walking the talk of building a more just, equitable world through both individual and communal actions. We have a lot of work to do, and we can each take heart in knowing that we are in it together.

We look forward to continuing to partner with you in 2020 and beyond.

With gratitude,

Lara Mendel
Co-Founder/Executive Director

Sabrina Moyle
Board President
MISSION
We work toward a peaceful future by uniting children of diverse backgrounds, providing them with essential community building skills, and empowering them to become peacemakers.

Our complementary work with youth and adults not only supports our youngest peacemakers, but also enables us to reach wider communities through schools, community-based organizations, and the workplace.

Together, we create microcosms of the just, diverse, inclusive world we envision, demonstrate that peace is possible, and inspire action.

OUR CORE VALUES
M - Mutual Respect
O - Open Mindedness
S - Self Respect
A - Attitude
I - Individuality
C - Community

“Now I’m ready to go back to my neighborhood and help others feel the way I felt at The Mosaic Project.”
AUDREY, AGE 10
THOSE WE SERVE
The Mosaic Project serves the San Francisco Bay Area and currently partners with 24 elementary schools to bring 4th and 5th grade classes to the Outdoor Project. To fulfill our commitment to serve a population that mirrors the diversity of the Bay Area, The Mosaic Project intentionally partners with schools that differ markedly in socioeconomic, racial, and cultural make-up.

<table>
<thead>
<tr>
<th>SINCE 2000, WE HAVE SERVED OVER 65,000 INDIVIDUALS</th>
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<tbody>
<tr>
<td>14,000 4TH AND 5TH GRADERS THROUGH THE OUTDOOR PROJECT</td>
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<tr>
<td>2,000 TEENS AND YOUNG ADULTS THROUGH THE YOUTH LEADERSHIP PROJECT</td>
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<tr>
<td>35,000 STUDENTS THROUGH THE IN-SCHOOL PROJECT</td>
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<tr>
<td>14,000 ADULTS THROUGH THE MOSAIC CONSULTING PROJECT</td>
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In 2019, Mosaic’s Outdoor Project served:

- 1,056 4th and 5th Graders

52% were on free and reduced lunch program

- 165 high-school and college-aged youth through the Youth Leadership Project.
- 3,490 elementary school students through the In-School Project.
- 605 adults through the Mosaic Consulting Project.
OUR RESULTS

98% of 4th and 5th graders surveyed would recommend Mosaic's Outdoor Project to a friend, and 85% say that the experience changed them, including now wanting to spread peace, understanding how to be assertive, and applying Mosaic lessons:

N=1,462  Categorized responses to open-ended question, “How did Mosaic change you?”

MOSAIC Lessons
Spread peace
Be assertive
Resolve Conflict
Peace not Poison
Friends
Peace
Stand up
Confident
Don't judge
Empathy
Peace
Confident

85% say Mosaic changed them.

N=1,462  Categorized responses to open-ended question, “How did Mosaic change you?”

YOUTH LEADERS
One hundred percent of our Youth Leaders call their Mosaic experience transformational and state that they are now more likely to include others.

100% say Mosaic was a transformational experience.

“At Mosaic my students learned about assertiveness, conflict resolution, and equity and that diverse adults can work together with joy.”

ELI PARIS, TEACHER

N=100
OUR ALUMNI

OUTDOOR PROJECT ALUMNI

Mosaic alumni are using the skills they learned to do great things in the world. They are leading in a way that they would not have had it not been for Mosaic.

Our oldest Outdoor Project alumni are now in their late 20s and making a difference in the workplace and in their communities. Our alumni survey shows that Mosaic’s lessons have stuck with many, helping them become more likely to empathize and resolve conflicts peacefully as adults.

When surveyed after five years, over ninety-seven percent of responding alumni stated that, because of The Mosaic Project, they are more likely to empathize with those different from themselves, more likely to interrupt discrimination, and better able to resolve conflicts peacefully.

“If you stereotype someone, you won’t know their story.”
SAUL, AGE 10

Outdoor Project Alumni engagement and advancement:

• 50% of Youth Leaders are alumni of the Outdoor Project.
• 58% of Outdoor Project staff are former Youth Leaders.
• 44% of our year-round office staff are former Youth Leaders.
• 18% of our Board of Directors are former Youth Leaders.

N=242

[Pie charts showing responses to survey questions]

99% say that they are more likely to empathize.

I am more likely to empathize with those who may act or think differently than I do.
I am more likely to interrupt discrimination, prejudice, and injustice when I see it.
I am more able to resolve conflicts peacefully.
“I know how to be assertive and empathize with other people. Mosaic made me realize that not everything is fair, and if we become peacemakers, we might be able to put a dent in the big problems of the world.”

ALEXA, AGE 9

Alta Vista School, San Francisco
Ascend School, Oakland
Aspire College Academy, Oakland
Bayside Martin Luther King Jr. Academy, Marin City
Bel Aire Elementary School, Tiburon
Bella Vista Elementary School, Oakland
Cleveland Elementary School, Oakland
Cragmont Elementary School, Berkeley
Community United Elementary School (CUES), Oakland
Daniel Webster, San Francisco
Emerson Elementary School, Oakland
Golden Oak Montessori School, Castro Valley
International Community School (ICS), Oakland
Marin Horizon School, Mill Valley
Martin Luther King Jr. Elementary School, Oakland
Oakland Hebrew Day School, Oakland
Park Day School, Oakland
Piedmont Avenue Elementary, Oakland
Reach Academy, Oakland
Rosa Parks Elementary School, Berkeley
River Montessori Charter School, Petaluma
Sanchez Elementary School, San Francisco
San Francisco School, San Francisco
Venetia Valley School, San Rafael

“‘This outdoor experience is truly life-changing, not only for the kids, but for the teachers. I want all children to experience Mosaic.’

SHALEA SEMANA
Teacher

“I truly believe that an important seed is planted in the hearts and minds of EVERY child who comes through Mosaic. That seed is the start of true change!”

RYAN DAVIS
Teacher
OUR TEAM

The Mosaic Team is diverse, compassionate, wise, and talented. Our facilitators have extensive experience working with children in outdoor settings as well as in diversity and conflict resolution training. We are committed to walking the talk of the Mosaic values and are here to guide our kids, teachers, parents, and you.

KHEMNES FISHER
Youth Leadership Project Director

“The Mosaic Project does more than simply talk about how to build a more peaceful world. We teach and practice steps for actually doing it. People need more than just fancy, complicated vocabulary. They need concrete, applicable strategies for working towards that goal. Do you want a more safe, responsible and empathetic community? Come talk with us! We’ve got some cool tools to show you.”

CHRISTABEL NUNOO
Former Youth Leader, Current Program & Communications Specialist

“I first came to Mosaic right after losing my mother, the cornerstone of my family, to cancer. Little did I know that five days later, I would go back home having found an extraordinary community whose support carried me through a very difficult time. For that one week in the Mosaic woods, I was held, and I know firsthand that the staff at The Mosaic Project holds each and every one of the students and youth they serve with the same love and respect, as they did with me. I have never experienced such extreme loss and been filled with so much joy and love in return — all from individuals I had never met before. It was a magical and healing week, and I couldn’t be more grateful life led me there to experience it.”

CHANO TIZON
Program Director and Resident Rock Star

“Empathy, assertiveness, and conflict resolution are game-changers. They are simple concepts with such great impact. And they have changed my life.”

“All the staff are loving, talented and kind. They bring so much joy, passion, and love to the students. I am so impressed.”

ELI PARIS, TEACHER
OUR VISION

We are creating an environmentally sustainable permanent home on a beautiful San Francisco Bay Area property. This will be the site for our immersive, experiential education programs and a center for equity, empathy, and effective communication across lines of difference. We are looking for conscious, visionary leaders to join us in realizing this dream.
OUR APPRECIATION

Peace Luminaries
$75,000+
Julian Abdey & Sabrina Moyle
The Beltramo Family
Capital Group Companies
Charitable Foundation
Scott & Molly Forstall
Jan & Fred Hodder

Peace Trailblazers
$50,000+
Hirni & Tarang Amin
Hellman Foundation
Tikun Olam Foundation

Peace Champions
$20,000+
Clorox Company
Foundation Fund
Kristin Hull
Mary Ford & Rob Lewis
Cheryl Frank & Michael Linn
Kazan McClain
Partners’ Foundation
Nia Community Foundation
The Trueblood Family

Peace Builders
$5,000+
Enich & Kelly Braun
Chantal & Robert Byrne
The Chan Family
Samantha Good
Patti & Ted Harrison
Kirkland & Ellis LLP
Paul Kivel & Mary Luckey
Cathy Kornblith
KPMG LLP
Dan Lewis
Dr. Karin Molander & Svein Olslund
Anne-Marie & Wiley Peterson
Susan & Ellen
West Star Foundation
WHH Foundation

Peace Allies
$2,500+
Anonymous
Sriram Balasubramanian & Renate Zang
Mr. & Mrs. Shawn T. Carolan
Carrie & Mark Casey
Clif Bar Family Foundation
Lammas Droubi
Frederick E. and Anne R. Barstow Fund
East Bay Community Foundation
Eunice & Daniel James
R.D. Kern & Kendra Klang
Tim Lykowski & Ian McIntosh
Peaceful World Foundation
Lisa Pearson

Peace Advocates
$1,000+
Anonymous
Miriam Abrams
Carrie & Eric Ask
Ethan & Jennifer Ayer
Lia Barrow & Immanuel & Elijah Barrow Ward
Amy Berlin & Marisol Vela-Chu
Betty Jean Kivel Foundation
Ray Buetens & Staci Sambol
Stephanie Ciccone-Nascimento
City Building, Inc. - General Contractors
Jack Corsello & Karen Boezi
Decorative Plumbing Distributors
Victoria Dimtrakopoulos
The Diskin Family
Brendan Donohoe
Georgina Enthoven
David Epstein
Michael Evans & Kimberly Leon Guerrero
Carla Fabian
Paul & Colleen Farrell
Susan Fishman
Enin & Kevin Fontaine
Steve Goldberg & Karen Meyer
Amy Grigsby
Margaret Grimsley
Karen Grove of the Grotellone Fund of RS Social Finance
Dennis Hall & Carolyn Dobson
Kimberly & John Harding
Linda & James Hargrove
Katie & Iain Hassall
Maxine Heliger
Gogi Hodder
Jerry Wilson Memorial Fund
Rebeckah Johnston
Howard & Julia Kanter
Carl Kawaja & Wendy Holcombe
Eric Keesman
Packy & Robyn Kelly
Jacqueline Khor-Liu
Elizabeth & Darel Krasnoff
Sonia Lee & Alan Grumet
Lamorinda Moms
Betty Lin
Petrea Marchand
The McMullen Family
Bill & Stephanie Melmin
Kate & Alastair Mitchell
Marilyn Moyle
Jerry Wilson Memorial Fund

In-Kind
Ashby Flowers
Laura Christian
Dalla Terra Winery Direct
Brett Dennen
Janine Keefe
Manatt, Phelps & Phillips, LLP
Janet & Dennis Mendel
John Newcomb, TechnoGod
NorthStar Productions
Suzanne Lane Graphic Design
Slub Design
The Trueblood Family

“Many of the cabin leaders were so sweet, firm, and friendly with some of my students with the highest needs, which was not just educational for me, but also inspiring.”

DEXTER COLEMAN
**2018 INCOME**  Total = $1,395,845
$400,00 has been applied toward our capital campaign fund.

- **Outdoor Project Program Fees** $3,466
- **Foundation and Corporate Grants** $58,990
- **Individual Donations** $14,014
- **In-School Project & MCP Program Fees** $508,620
- **Merchandise Sales** $514,168
- **Government Grants** $296,587
- **Miscellaneous Income** $14,014

**2018 EXPENSES**  Total = $988,563

- **Program** $774,989
- **Fundraising** $133,713
- **Management and General** $79,861

FINANCIALS
BOARD OF DIRECTORS

Sabrina Moyle
President
CEO, Hello! Lucky

Lawrence Shorter
Vice President & Treasurer
Director, Product Design at Citrix

Tari Nicholson
Secretary
Community Activist

Hirni Amin
Community Member

Lia Barrow
Legal Secretary, Offices of Paul Rein

John Richard Beltramo
Owner/Manager, Timshel

Erich Braun
Partner, KPMG LLP

Terry C. Britt
Sr. Vice President, City Building, Inc.

Albert Chan
Energy Access Technology Program Manager, Facebook

Brett Dennen
Singer/Songwriter & Resident Rock Star, The Mosaic Project

Kristin Hull, Ph.D (Education)
President, Nia Global Solutions at Domini Social Investments

Suzanne Lane
Graphic Design Consultant

Lara Mendel
Co-Founder/Executive Director, The Mosaic Project

Kara Murray
Senior Project and Change Control Coordinator, Bayer Pharmaceuticals

Andrew Stein
Business Operations LinkedIn

Brett Tucker
Partner, Robert W. Baird & Co

Marisol Vela-Chiu
Resident Services Specialist, Project Access

Lynne Wander
COO, Utility API

Grace Yuan
Strategy Consultant

ADVISORY BOARD

Steve Steiner
Development Advisor

Dr. Michael D. Baran
President, Interactive Diversity Solutions
Principal Researcher, American Institutes for Research

Patricia Castaneda-Davis, MD, MBA
Pediatrician, Kaiser Permanente, Richmond

Dr. Cynthia Colvin
Clinical Psychologist and Psychoanalyst

Kelsey Crowe, PhD
Founder, Help Each Other Out

Laurie Grossman
Founder/Director, Mindful Impact

Will Hayes
CEO, Lucidworks

Gogi Hodder
Co-Founder/Former Board President, The Mosaic Project

Paul Kivel
Violence Prevention Educator

Rachel Lotan
Professor Emerita of Education, Stanford University

Priscilla Mckenney
Property Development Director, Girl Scouts of Northern California

Alison Park
Owner, Blink Diversity Consulting

Staci Sambol
Co-owner/Graphic Designer, Slub Design

STAFF

Lara Mendel
Executive Director and Co-Founder

Brian Lowe
Chief Operating Officer

Joy Johnson
Administrator

Khemnes Fisher
Youth Leadership Project Director

Christian (Chano) Tizon
Program Director and Resident Rock Star

Christabel Nunoo
Program & Communications Specialist

Chandra Page
Accounting & Development Coordinator

“Your staff is amazing. They are doing this from the heart and it shows.”

SHEILA TORRES, TEACHER
“Mosaic is truly remarkable! As a social scientist, I am amazed at how they manage to take the proven best practices for preventing bias, increasing empathy, building socioemotional skills, and fostering creative problem solving and critical thinking and wrap them up into a fantastically fun learning experience for young people. We need more of this if we are serious about creating a more inclusive, equitable country for all.”

DR. MICHAEL BARAN, Principal Researcher, American Institutes for Research