



THE mosaic
PROJECT

THE MAGIC OF MOSAIC

A YEAR IN REVIEW 2019



Lara Mendel



Sabrina Moyle

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

“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



MISSION & VALUES

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**utual Respect
- O**pen Mindedness
- S**elf Respect
- A**ttitude
- I**ndividuality
- C**ommunity



OUR COMMUNITY

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.

SINCE 2000, WE HAVE SERVED OVER 65,000 INDIVIDUALS

14,000

4TH AND 5TH
GRADERS THROUGH
THE OUTDOOR
PROJECT

2,000

TEENS AND YOUNG
ADULTS THROUGH
THE YOUTH LEADERSHIP
PROJECT

35,000

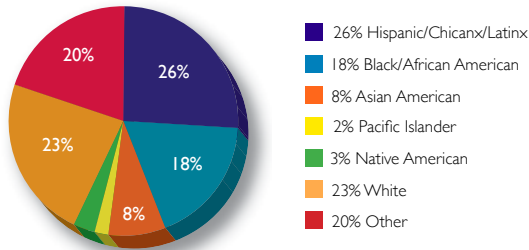
STUDENTS
THROUGH THE
IN-SCHOOL
PROJECT

14,000

ADULTS THROUGH
THE MOSAIC
CONSULTING
PROJECT

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.

This is your community. You are part of the Mosaic — a diverse group of people who are working together to create a more peaceful, fair, and inclusive world.



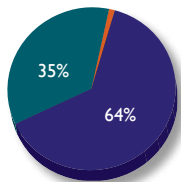
OUR ALUMNI

OUTDOOR PROJECT ALUMNI

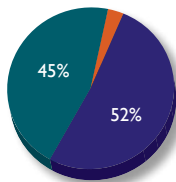
Mosaic alumni are using the skills they learned to do great things in the world. They are leading in a way that they would not have had it not been for Mosaic.

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.

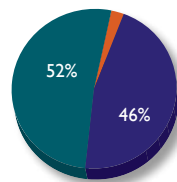
When surveyed after five years, over ninety-seven percent of responding alumni stated that, because of The Mosaic Project, they are more likely to empathize with those different from themselves, more likely to interrupt discrimination, and better able to resolve conflicts peacefully.



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.

Disagree Agree Strongly Agree

99%
say that they are more likely to empathize.

N=242

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.

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

SAUL, AGE 10



“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

OUR PARTNER SCHOOLS

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 Leaders \$10,000+

Anonymous
Botti Family Fund
Change Happens
The Galvan-Carty Family
The Lane Family
Tari & Bill Nicholson
Orchard House
Foundation
Laurie Wright Grossman
& David Wright

Peace Builders \$5,000+

Erich & 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 Oslund
Anne-Marie &
Wiley Peterson
Susan & Ellen
West Star Foundation
WHH Foundation

Peace Allies \$2,500+

Anonymous
Sriram Balasubramanian &
Renate Zangl
Mr. & Mrs. Shawn T.
Carolyn
Carrie & Mark Casey
Clif Bar Family Foundation
Lamisse 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

Stephen & Lynn Perkins
Schoellkopf Family
Foundation
Gloria Shapiro
Lawrence Shorter
Silicon Valley Bank
Foundation
Tamara Slover
Andrew & Lindsey Stein
Jena Watson
The Wilson &
Pancoast Family

Peace Advocates \$1,000+

Anonymous
Miriam Abrams
Carrie & Eric Ask
Ethan & Jennifer Ayer
Lia Barrow & Immanuel &
Elijah Barrow Ward
Amy Berlin &
Marisol Vela-Chiu
Betty Jean Kivel
Foundation
Ray Buetens &
Staci Sambol
Stephanie Ciccone-
Nascimento
City Building, Inc. -
General Contractors
Jack Corsello &
Karen Boezi
Decorative Plumbing
Distributors
Victoria Dimitrakopoulos
The Diskin Family
Brendan Donohoe
Georgina Enthoven
David Epstein
Michael Evans &
Kimberly Leon Guerrero

Carla Fabian
Paul & Colleen Farrell
Susan Fishman
Erin & 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 Heiliger
Gogi Hodder
Jerry Wilson Memorial
Fund
Rebeckah Johnston
Howard & Julia Kanter
Carl Kawaja &
Wendy Holcombe
Eric Keisman
Packy & Robyn Kelly
Jacqueline Khor-Liu
Elizabeth & Darell Krasnoff
Sonia Lee & Alan Grumet
Lamorinda Moms
Betty Lin
Petrea Marchand
The McMullen Family
Bill & Stephanie Mellin
Kate & Alastair Mitchell
Marilyn Moyle
Thomas Mumley
Kara Murray Badal
Ashley Myers &
Brooks Baron
Gabby & Pete Nelson

The New York
Community Trust
Michael & Susan Pierce
Robert Rose
James & Kyoko
Roseborough
Rubens Family Foundation
Deepti Sethi &
Rabin Nabizadeh
Stephanie Skaff
Angela & Joey Soriano
Jill & Thatcher Thompson
The Tucker Family
Lynne Wander &
Pamela Waxman
Zaitlin-Nienberg Family
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
Random Order
Productions
Suzanne Lane Graphic
Design
Slub Design
The Trueblood Family

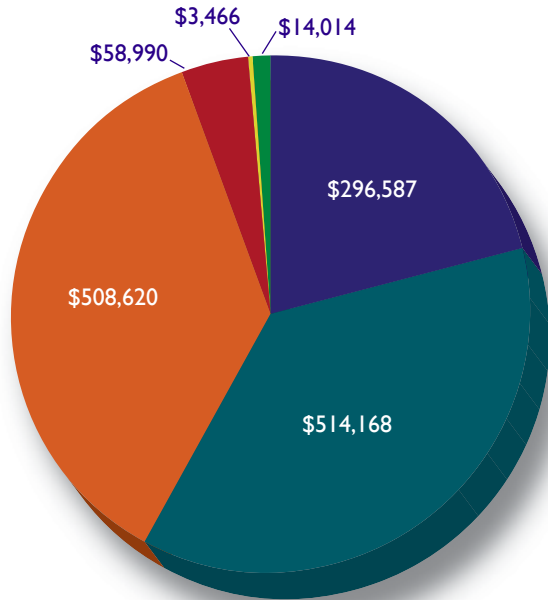
**“Many of the
cabin leaders
were so sweet,
firm, and
friendly with
some of my
students with
the highest
needs, which
was not just
educational
for me, but
also inspiring.”**

DEXTER COLEMAN

FINANCIALS

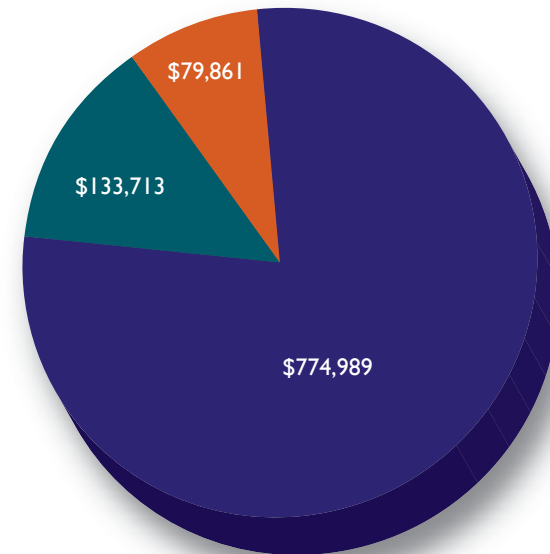
2018 INCOME Total = \$1,395,845

\$400,00 has been applied toward our capital campaign fund.



- Outdoor Project Program Fees
- Individual Donations
- Foundation and Corporate Grants
- In-School Project & MCP Program Fees
- Merchandise Sales
- Miscellaneous Income

2018 EXPENSES Total = \$988,563



- Program
- Fundraising
- Management and General

BOARD & STAFF

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