



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

BUILDING MORE THAN MUSCLE

YMCA of the East Bay
Annual Report • 2017–2018



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BUILDING MORE THAN MUSCLE



Fran Gallati
President and CEO
YMCA of the East Bay



Jack Gardner
Board President
YMCA of the East Bay

Friends and Supporters,

We are excited to share this year's annual report. This is an opportunity to review and reflect on the accomplishments we've achieved, and the goals we still strive for every day.

On July 1, 2018, the YMCA of the East Bay joined forces with the former YMCA of the Central Bay Area to create one of the largest YMCAs in the nation. In our first year as a combined association, it's been nothing short of inspiring to watch our staff and board come together to build a new culture rooted in our three mission priorities: early childhood impact, youth development, and healthy communities. As a united front, our impact is increasingly deep and far-reaching. This is a case in which the whole is truly greater than the sum of its parts.

Central to the Y's mission is a commitment to "building more than muscle." To significantly reduce the high number of diseases and health care costs we face, we must combat inactivity and idleness with energy, vigor, and access to high-quality health and fitness resources. This work is vital for building healthy individuals, families, and communities. Through personalized programs, exercise classes, fitness coaching, and much more, our Y branches are steadily advancing community health.

But we can't forget that our work extends far beyond the walls of our fitness centers and reaches deep into trauma influenced communities. We have 20 Early Learning Centers throughout the East Bay, all tirelessly working to close the opportunity gap, and give our children the head start they need to succeed in school. This work is critical. Studies show that children from under-resourced communities lag far behind their well-resourced peers in every category imaginable: self-efficacy, language acquisition, and self-esteem. Our Y programs are narrowing that gap every day.

Our Y team is also providing tutoring, counseling, and crucial support to students on 40 school campuses. This unceasing work is creating healthier school climates and allowing kids to see and reach their full potential, even in the most challenging circumstances.

We're proud that YMCAs continue to be diverse and vibrant places where people of all ages and backgrounds come together to improve their health and their communities, and our team looks forward to increasing our impact and deepening our work.

Thank you for your support. We couldn't do it without you!

Fran Gallati

Jack Gardner

2017–18 YEAR AT-A-GLANCE



89,247

KIDS, TEENS, AND ADULTS
were impacted by the Y

6,400
CHILDREN
LEARNED
HOW TO SWIM



**“Financial assistance makes
all the Y offers available to our
whole community, regardless of
ability to pay.” —Roberta G.**

\$3,354,402

Allocated in Financial Assistance

**“Y-Scholars helped me stay
on track and assisted me in
achieving one of my dreams—
attend and graduate college.”
—Jose**

630
KIDS WENT TO
OVERNIGHT CAMP



2,500
Kids attended
YMCA
after school
programs



4,275
KIDS
EXPERIENCED
SUMMER DAY CAMP

260,000
CLASSROOM
days in the
Early Childhood
Preschool Program



FORGING THEIR OWN PATH



If you've ever stepped into the Oakland Y, chances are, you've received a warm hello from Davi.

A front desk employee, yoga instructor, fitness coach, and Boot Camp leader, Davi's infectious positivity is all the more humbling when you learn about their journey.

One of those places has been YMCA Boot Camp—a group exercise class notorious for cheery camaraderie in the face of push-ups, sprints and burpees. Davi is an anchor of the class, and will often lead the class for regular instructor, Kym Sterner. Kym, a close friend and mentor for Davi, couldn't be prouder:

“I've found friends, mentors, and hiking partners at the Y. When I needed it most, I found a family.”



The Y has always been a part of Davi's life. A Bay Area native and self-proclaimed “Y kid,” many happy memories were made at the Berkeley Y, and an early love for swimming developed. By the time High School rolled around, Davi was a certified swim instructor for a local community pool. High School, however, brought its own set of challenges.

“Davi packages a huge heart, along with resilience and strength of conviction, into a delightful pint-sized person. They've worked hard for self-acceptance, allowed their Y community to know and love them for who they are, and continue to give back, helping others through their questions and transitions.”

For Davi, the boot camp crew represents what the Y is all about—cultivating positive relationships and building community. “I've found friends, mentors, hiking partners, everything,” Davi says, “When I needed it most, I found a family.”



“I felt a little lost,” Davi says, “like any teenager, I was trying to figure out who I was, but I was also grappling with my gender identity.”

Davi uses “they” pronouns and identifies as gender nonconforming, which hasn't always been met with acceptance. But Davi credits their mom and the Y community for paving a path of support.

Next up for Davi is nursing school. “I just want to help more people. I'd like to work with LGBTQ+ youth, help them with their journey, help them realize they're beautiful and strong.” With a bright future ahead, Davi is quick to affirm that they'll always want to stay connected to the Y. And of course, the feeling is mutual.

“When I started to come into my own, it did close the door on some relationships, but it also opened new doors and allowed love to flow in from brand new places.”

EARLY CHILDHOOD IMPACT

Nunu was nine months old when she became a part of Patrick's family.

A foster child with a unique set of obstacles to overcome, Nunu drastically needed a stable and attentive home environment. For Patrick, his wife, and nine year-old son, the decision to bring Nunu into their family was an easy one. But Nunu needed more than a welcoming foster family to combat the significant developmental delays she was living with.

Physically, she wasn't sitting up or crawling, and as a preemie she was uniquely small. Cognitively, her verbal communication and emotional expression were far less developed

The 21st St Learning Center has also been accommodating and attuned to Nunu's specific needs. Beyond her teacher, Nunu works with a speech therapist, physical therapist, and mental health therapist—all of whom collaborate with Y staff to accelerate Nunu's progress.

The support from all sides has been essential, and has led to enormous growth and development for Nunu, now two years-old. "It's been amazing how quickly we've seen improvements," Patrick notes. While Nunu's care team is still working to improve her verbal communication, her vocabulary has already tripled. She's beginning



"It's been amazing how quickly we've seen improvements..."

than other children her age. Nunu needed quality high-touch care, not just from her family, but outside the home as well.

For this level of care, Patrick turned to the Y's Early Head Start Program. "She needed an environment where she could interact with other kids and still receive focused attention from staff," Patrick says, "and that's exactly what she's getting at the Y."

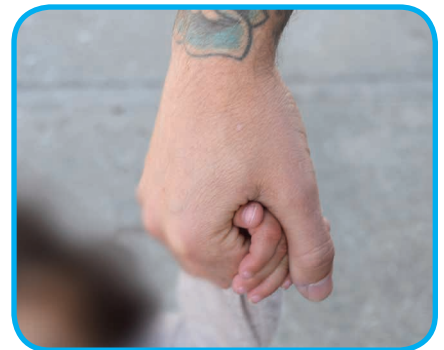
Patrick credits the small student teacher ratio and the devoted staff as key factors in Nunu's subsequent progress. "They've managed to create a space that's warm, welcoming, and calm in the midst of chaos," he says.

to string words together, and her fine motor skills have also advanced substantially.

Patrick is quick to assure that this growth "isn't just conjecture. It's tangible, indisputable progress."

Though their first year and half as a foster family has not been without challenges, Patrick says they wouldn't trade the experience for anything: "We're rolling with whatever comes our way and couldn't be happier."

And the affectionate and adventurous Nunu seems to agree.





FINDING MY VOICE



Operating out of the YMCA-PG&E Teen Center, the Y-Scholars Program is more than just a tutoring service — it's a learning community helping students with personal and academic advancement. With services ranging from SAT prep to after-school tutoring to family engagement and social events, all Y-Scholars receive support and individualized attention as they navigate high school and the college application process.



Victoria is currently a senior at Berkeley High, and has been a Y-Scholar since her freshman year. "I've always been a good student, but I struggled with the social and emotional parts of school," Victoria says, "The Y-Scholars program really changed all that."

Of course, those changes don't just happen overnight. For the first two years with the program, Victoria would just come to finish her homework and complete her group and one-on-one check-ins. But

something started to shift Junior year. "I realized I'd been slowly gaining more confidence, and knew I could be more involved," she says.

Since then, Victoria has led and hosted two of the biggest Teen Center events — the graduation celebration, and Senior Decision Day. She's incredibly proud of the personal progress she's made since joining the program, and deservedly so. "I'm not the same person I was. I'm so thankful for the boost the Y-Scholars program and the people here have given me."

When asked why she thinks the Y-Scholars Program has had such a profound impact, Victoria notes the holistic approach the program takes with each of the scholars. "The help with my college application process was huge, but it's much more than that," Victoria says. "This is a place that provides unconditional support, a place where you don't have to be scared to ask for anything, a place where you can be vulnerable. Places like that are rare."

Victoria sees a distinct connection between the skills Y-Scholars seeks to cultivate and the skills all scholars will need for future success. "It's actually a lot like a job," she notes. "You have to be accountable for your actions and keep your commitments." And Victoria is set on continuing her commitment to Y-Scholars. She hopes to attend UC Berkeley next fall and come back to the Teen Center as a Y-Scholar tutor.

"They told me I had a voice," Victoria says, "I just needed to start using it."

"The Y is a place that provides unconditional support, a place where you don't have to be scared to ask for anything, a place where you can be vulnerable. Places like that are rare."

A COMMUNITY FIXTURE

They call him The Mayor. And every Monday, Wednesday, and Friday, from nine to noon at the Hilltop Y, Fred presides.

Fred can always be found sitting next to the vat of coffee and offering cheery hellos to anyone walking by. He high fives the kids, jokes with the staff, and makes room for anyone who just wants to sit and chat. For Fred, there are no strangers at the Y—everyone's a friend.

Fred's been a part of the Y for over 40 years. When you first ask what's kept him coming back for so many years, he chuckles and says it's to give his wife a break. But press further, and a pretty remarkable story emerges.

Fred is one of the few WWII veterans alive today. As an 18 year old Japanese American, he was drafted from an internment camp, and sent

He's been a dedicated Y member ever since. "I moved around, but always found a Y. I don't know what I'd have done without that." A California native, Fred eventually found his way back to the Golden State. A swimmer and martial artist in his active days, he put in years of volunteer work with the Berkeley Y, and volunteered with local law enforcement as a Martial Arts instructor.

At 92 years old, the joy he finds through fellowship at the Y still runs deep. "When you pass 90, you're allowed to just sit and enjoy life. It's good for the soul," he says. With few signs of slowing down, he might be on to something.

While Fred's story is certainly one-of-a-kind, the satisfaction he finds and community he enjoys as a Senior Member is not uncommon. All five



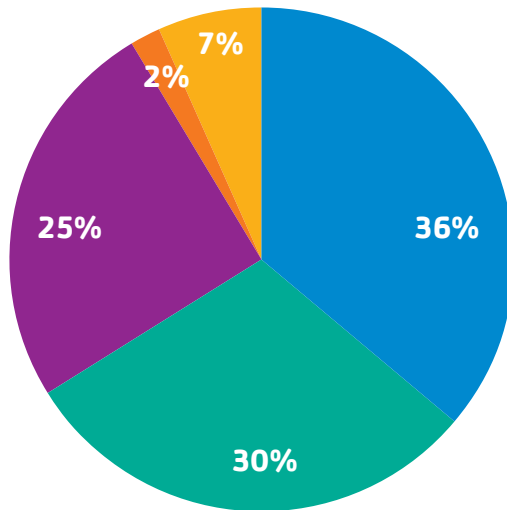
"I moved around, but always found a Y. I don't know what I'd have done without that."

to fight in Europe. When the war ended and Fred returned to the U.S., it was the Y that offered comfort and immediate support. "The Y took care of us guys when we came back from overseas," he says, "they gave us a place to stay, helped us find work, put some money in our pockets."






East Bay fitness branches work hard to ensure that high quality programs are available for Seniors and active older adults. From monthly breakfasts, to aqua aerobics, to ballroom dancing, the Y strives to support our members in every phase of life.

YMCA OF THE EAST BAY

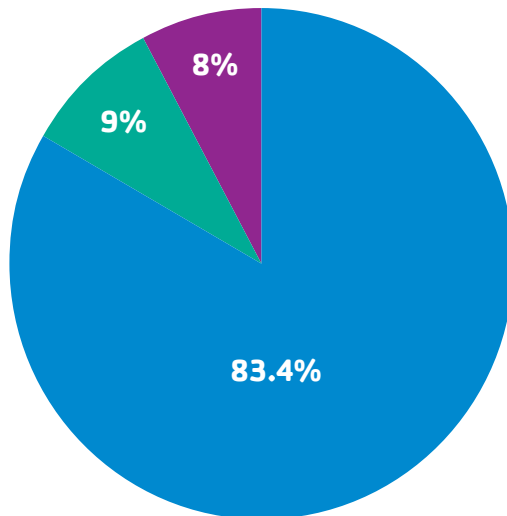
FINANCIAL STATEMENT 2017–18






Revenue

	Government Grants & Contracts \$26,480,449 / 36%
	Membership \$22,067,102 / 30%
	Program Fees \$18,593,839 / 25%
	Public Support \$1,350,140 / 2%
	Investment/Other Income \$4,952,314 / 7%

TOTAL
\$73,443,844



Expenses

	Program Services \$61,208,183 / 83.4%
	Management & General Admin \$6,543,981 / 9%
	Capital Improvements & Reserves \$5,691,844 / 8%

TOTAL
\$73,443,844

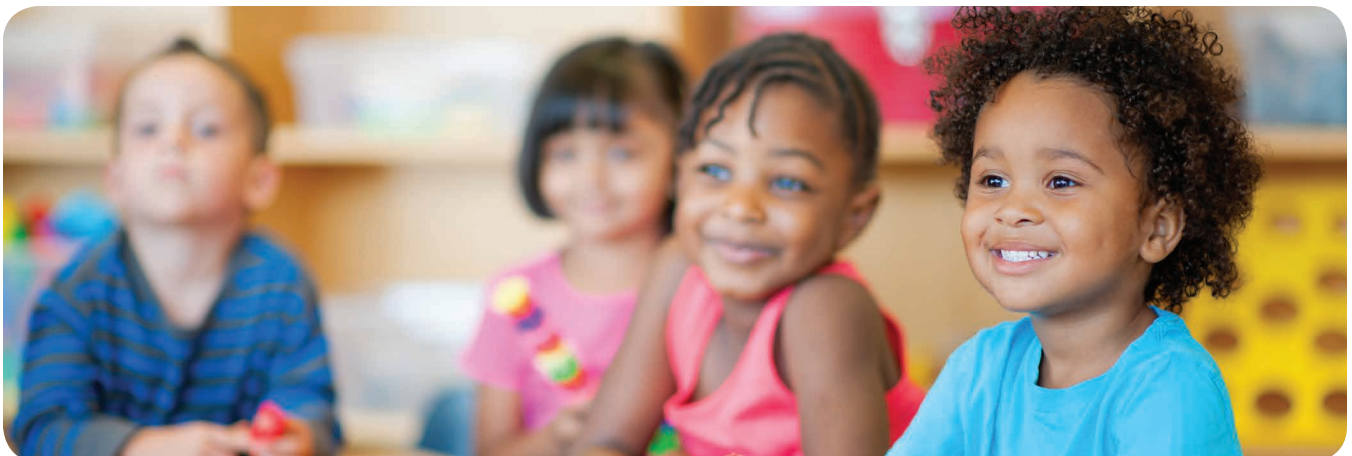
EARLY CHILDHOOD IMPACT ABOUT OUR PROGRAM

The Y has been serving low income children and families since 1972 as a Head Start Grantee and 1982 as a California Department of Education state subsidized child care provider. In 2017-18, we served over 1,100 children in Head Start/Early Head Start and state funded child care programs. Over 10% of enrollment included children with disabilities.

2017–2018 Enrollment

HEAD START PROGRAMS	FUNDED ENROLLMENT	TOTAL SERVED 17–18	AVERAGE ATTENDANCE	% OF ELIGIBLE POPULATION
Berkeley Head Start	234	251	97.90%	3.5%
Berkeley Early Head Start	134	154	95.50%	3.5%
EHS/CCP	114	194	89.90%	3.9%
Oakland Head Start	80	95	N/A	3.5%
Oakland Early Head Start	98	112	N/A	3.5%

HEAD START & STATE FUNDED PROGRAMS	ENROLLMENT
Alameda County	593
Contra Costa County	291
Yolo County	125
Sacramento County	85





Preparing Children & Families for Kindergarten

Teachers receive continuous training and coaching on how to deliver responsive care-giving, while utilizing Creative Curriculum. Emphasis is put on helping children develop physical and cognitive milestones, while providing emotional security within a primary care-giving child/teacher relationship. As a part of the Y's implementation of School Readiness Goals, we support school readiness through a comprehensive services approach that includes:

- **Home visits, play groups, and daily educational learning experiences**
- **Health screenings for optimal health so children can learn at their full potential**
- **Developmental and Social Emotional assessments and screenings**
- **Support to secure local medical and dental services**
- **Support to empower families to be advocates for their children**
- **Family engagement in school activities, parent education, and meetings**
- **Opportunities for life-long learning**

We use the data collected through many sources to inform the training we provide to teachers to improve their skills with the children and families in preparation for the transition into kindergarten.



School Readiness Goals Children will:

1. Development age-appropriate fine motor/eye hand coordination skills.
2. Demonstrate developmentally appropriate cognition and general knowledge skills and age-appropriate early literacy/pre-reading skills.
3. Approach the world with curiosity, flexibility, and persistence, and develop strategies to solve problems.
4. Improve their ability to self-regulate in a developmentally appropriate manner and develop productive relationships with adults and peers.
5. Understand positive health and safety practices.

DRDP–School Readiness Goals Final Outcomes 2017–2018

As a part of the Y's implementation of School Readiness Goals and kindergarten readiness, we look closely at how children progress developmentally on the Desired Results Developmental Profile: A Developmental Continuum from Early Infancy to Kindergarten Entry. The Y measures school readiness goals three times a year.

The 2017–2018 analysis of developmental progress across the agency demonstrates that children are continuously building the foundational skills to be successful in kindergarten. Historical data proves that highly trained staff and high quality classrooms improve children's scores in all domains. The Y has created a targeted comprehensive School Readiness Master Plan and Professional Development Plan to ensure children and their families are prepared for the transition to kindergarten. The Y will continue to explore additional strategies for a comprehensive approach to school readiness.

EARLY CHILDHOOD IMPACT HEALTH DATA

	BERKELEY Head Start	BERKELEY Early Head Start	OAKLAND Head Start	OAKLAND Early Head Start	Early Head Start—CCP
Children with Health Insurance	99.6%	100%	100%	100%	96.4%
Children up to date on preventative and primary health care	94.8%	88.9%	82.9%	80.4%	81.4%
Children with up to date on Immunizations	99.6%	97.4%	97.4%	96.7%	95.9%
Children completing dental exams	93.6%	N/A	84.2%	N/A	N/A
Children who received dental treatment	75%	N/A	81.2%	N/A	N/A



The YMCA continues to work with community health and dental providers to ensure that 100% of our children are healthy and up-to-date on all health requirements. We struggle with finding appropriate pediatric dental treatment in a timely manner for very young children and will continue seeking appropriate resources that are accessible to our families/children.

EARLY CHILDHOOD IMPACT FINANCIAL STATEMENT 2017–18

The Early Childhood Impact program receives both state and federal funds to operate full-day, full-year and part-day, part-year services based on families' need for care. Revenue and expenses for 2017–18 are detailed, along with proposed funding for 2018–19.

Audit Findings: The fiscal year 2017–18 audit by the Association's outside auditors brought about no findings.

Federal Review: The most recent review by the Office of Head Start was in February, 2018. No areas of non-compliance were found and no corrective actions were needed.

REVENUES	2017-18	2018-19
Head Start & Early Head Start Programs:		
Berkeley Head Start & Early Head Start	5,006,062	5,131,652
Oakland Head Start & Early Head Start	4,258,725	2,801,035
Early Head Start Childcare Partnership	3,067,007	1,910,365
Contra Costa County Head Start Enhancement & other	631,895	943,200
California Dept of Education & State Funded Programs:		
General Child Care & Development Programs—General	3,133,220	3,340,342
General Child Care & Development Programs—Alameda Pilot	2,256,368	3,416,200
California State Preschool Program—Contra Costa/Yolo	3,196,000	4,117,639
California State Preschool Program—Alameda	1,762,681	2,440,790
Migrant Child Care & Specialized Services	1,142,332	1,342,852
CCTR & CSPP Sub-contracts	151,702	225,649
Other:		
Child and Adult Care Food Program	878,957	960,000
Local & Privately Funded ECI Programs	807,998	1,019,521
Reserves & other funding sources	225,793	-
	26,518,740	27,649,245

EXPENDITURES	2017-18	2018-19
Salaries & Wages	11,368,667	13,650,419
Employee Benefits & Payroll Taxes	4,374,671	5,595,895
Occupancy	2,101,013	1,478,539
Supplies	1,772,945	710,113
Purchased, contract or donated services	1,767,378	2,565,265
Travel, conferences & meeting costs	383,749	460,164
Equipment	285,669	-
Facilities Construction	3,062,023	420,000
Other	1,402,625	2,768,850
	26,518,740	27,649,245

THANK YOU TO OUR DONORS

As a contributor to the Y, you are part of our shared commitment to advance health and wellness, empower youth, and strengthen our community. The impactful work we do every day would not be possible without your support. We can't thank you enough.

DREAM BUILDERS **\$50,000–\$100,000+**

Richard & Nancy Robbins/
Wareham Development
Corp.
Anonymous
Jessica Ozberker

LEGACY SOCIETY **\$25,000–\$49,999**

Dean and Margaret Leshner
Foundation
Flora Family Foundation
Kaiser Permanente
Pacific Gas &
Electric Company
The San Francisco Foundation
YMCA of the USA

LEADERSHIP CIRCLE **\$10,000–\$24,999**

The Beaver Foundation
V. Lorel Bergeron
Living Trust
The CarMax Foundation
Nolan, Katherine & Garrett
Civian, Lexi Thieriot &
Patrick & Lucas Murphy
Frances Hellman &
Warren Breslau
Kenneth Kille
Mechanics Bank
Phillips 66
The V.O. Smith Family
Foundation
U.S. Bank
Wells Fargo Foundation
Sheila & R. Ted Weschler
Bernard E. & Alba Witkin
Charitable Foundation

COMMUNITY BUILDERS **\$5,000–\$9,999**

Anonymous
The Barrios Trust
Jan & Chris Bono
California YMCA Youth
& Government
David Deutscher
Ludell Deutscher
Irrevocable Trust
E M Downer Foundation
Eric Eisenberg
Ernst & Young
Zalec Familian & Lilian
Levinson Foundation
Jerry Fleming
Marjorie Follette
Fran Gallati
Niles Rotary Foundation
Nancy T. Park
Republic Services, Inc.
The Rodeo Good Neighbor
Agreement Fund
Scott Stafford
Swalwell for Congress
Andrew Williams

PRESIDENT'S CLUB **\$1,000–\$4,999**

Sam & Julie Adams
Alexandria Real Estate
Equities, Inc.
Aimee Allison
Peggy & Don Alter
Anonymous
Charlene Arbogast
Elisa Arevalo
Armanino Foundation
Khawaja Ashraf
Phillip Bailey

Steve Barlow
Scott Barshay
Diane Bartley
Berkeley Rotary Endowment
Richard Betts
Jim & Sandy Bonato
Michael Bourne
Brandis Tallman Group
Bill Brennan
The Brickyard C Fund
Ken Broz
Matthew Burrows
California Oils Corporation
Dan Callaway & Karen Laws
Bria & Matt Cartwright
Lynn & Mike Cassidy
Chamberlin Family Foundation
Albert Chan
Trish Chapman
Tina Cheng
Chevron
Susan Choy
Donald Clemetson
Chris Clevers
Kathleen Collins
Margaret Corrigan
Dr. Jim Cuthbertson
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Bob Dixon
DMW Rental Properties LLC
Caitlin Drulis
Gail Drulis
Sheila Duignan
ELS Architecture + Urban
Design
Chris Engle
Oscar J. Erickson
Erickson, Inc.
Farmgirl Flowers
Craig Fendel
Fit-Tech
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 The Goldman/Sutton Family
 Giving Fund
 Nat Gore
 Donald Haislet
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 Tim Hassler
 Harold & Lois Haytin
 Foundation
 Marc Homertgen
 Audi Huang
 Julie Jaeger
 Jamba Juice
 JFB Properties LLC
 Amal Johnson
 Tom & Marilyn Johnson
 Emily Justice
 Alan Kaplan
 David L. Knops Trust
 Richard Knutson
 Annell Kocher
 Katherine Kortsch
 Evelyn Larsen &
 Bill De Carion
 Don Lau
 Jean Leach

Mark Malkasian
 Kelley & Andre Maltais
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 Marvin Collins Construction
 Mike & Shari Maxwell
 Mary Mead
 Mara & Donald Melandry
 Michael & Janet Mendonca
 Pamela Miller
 Michael Mitschang
 The Monardella Fund
 Shawn Moyle
 Andrea Mullarkey
 Catherine Muriel
 Janice Murota
 The Ronald & Mary Nahas
 Family Fund
 Jesse Nelson
 Roger Newman
 Douglas Park
 Michael Parker
 Stephanie Penrod
 Anthony Pizzo
 Pleasant Hill Coin &
 Jewelry Exchange
 Pleasant Hill Rotary
 Foundation
 The Pleasanton Weekly
 Holiday Fund
 Roberta Quan
 R.A.W. Concepts
 R3 Consulting Group, Inc.
 Tom Ratcliff & Betsy
 Partridge
 Hae Won Rhow

Michael Schnitzer
 Karin Schrader
 Maxim Schrogin
 Garth Schultz &
 Megan Jennings
 Ricky Shankar
 Eileen Sheehan
 Susan & Steve Shortell
 The Shulwell Family
 Charitable Fund
 Darrell Sooy
 Soroptimist International
 of Richmond
 Sparer Law Group
 Richard Spickard
 Sports Basement
 William & Sheryl Springer
 Don Stiver
 Janet Stone &
 Holly Babe Faust
 Mike Taquino
 Tarbell Family Foundation
 Lawrence Taylor
 Susan Taylor & Bob Fabry
 Amy Tharpe
 Martha Toppin
 Darrel J. Tucker
 Daniel Turman
 John Tysell
 Nikki Van Ausdall
 Allen & Sandy Vinson
 The Von Damm Family
 Kurt Vorheis
 Marsha Weintraub
 Zach & Jennifer Wells
 William Whiting
 Whole Foods Market
 Williamson Revocable
 Living Trust
 Mark Wilson
 Wendy Wilson Boyer
 Sam Yoshioka
 The Zach Fund
 The Zaitlin-Nienberg
 Family Fund

“They understand here. I feel that they are truly invested in the children’s success and development, they do it with grace and dignity.”—Elana

James & Kathy Lee
 Michael Lee
 Levin Richmond Terminal
 Corp.
 Lifetouch National School
 Studios
 Sukey Lilienthal & David Roe
 Mark Lillge
 Links for Life Foundation-
 California
 Judith & Stanley Lubman

Ardis & Chaud Richards
 Matthew Rinn, Agent, State
 Farm Insurance
 Anthony Rodrigues
 John Rosenthal &
 Sally Drach
 Rotary Club of Richmond
 Susan Russell
 Michael Saenz
 Kenneth Saffier
 Marc Sapir

YMCA SUSTAINERS \$250–\$999

A 2 Z Printing
 A-K Landscaping & Concrete
 Accidental Claim Services
 Alameda Elks Lodge 1015
 B.P.O.E.
 Albany Community
 Foundation

Albany Peace Officers Association	Catherine Cheyette	Karen Gabrielson
Albany Rotary Club	Peter Chin	Steven Gay
Manuela Albuquerque & Chris McKenzie	Jennifer Chou	Steve Gere & Mariana Almeida
Barbara & Carlo Alesandrini	Anto Cingoz	Debbie Gibbons
Talia Aliberti	Fred Clarke & Herdis Pelle	John Gilman
Daniel Alpers	David Clayton & Gayle DeKellis	Marianne Glaspey
AmazonSmile Foundation	Clearstream Communications	Dave Gleason & Sandra Backovich
Angela Anderson	John Cossette	The Glen Price Group
Laura Anderson	James Cottle	Kate Gong
Anonymous	Marjorie Cox	Google
Thomas Anthony	Maria Cruz	Pam & Tim Gray
Apple Inc.	Trent Dahle	Sharon Green
The Arbor Family Fund	Veronica Daly	Jay Grigsby
Emily Augason	Daughters of the American Revolution-Mount Diablo Chapter	Ann Grob
Joanne Backman & Harry Pollack	Gina Davie	Audrey Grubman
James Baldocchi	Darrol Davis	Shelly Gwynn
The Walter John Bankovitch Family Charitable Fund	Linda Davis Jones	H.Y. Floor & Gameline Painting, Inc.
Lynn Baranco	Arthur Dembling	Paci Hammond
Mary Barkey	Tami Desellier	Theresa Hammond & Cal Bouchard
Betty & Ray Barraza	Jackie Desoer	Maggie Harmon
theBATstudio	Diane Dodge	Mary Harper
Bay Area Adult Soccer League	Tom Donnelly	David Harrington
Bay Area Receivership Group	Tamar Dorfman	Shane Harter
Charles Benedict	Lyle Downing	Arthur Hartinger
Erlene & Larry Benevento	Downtown Berkeley Ambassadors	Jackie Hausman
Claudia Berger	Voloria Drew	Ellie Haynes
Steven Berger	Fredrica Drotos	Irene Hegarty
The Biale Family Fund	The Edward M. Dua & Nicole A. Wong Family Fund	John L. Herman
Birch Blair	John Duggan	Kenneth Hickey
Michael Blake & Barbara Howald	Carolyn & Jeff Edmunds	Derik Hilliard
Judith Bloom	Keith & Sharon Edwards	Jefferson Hilliard
The Roland E. Brandel Fund	Jane Enright	Ulrike Hodges
Jim Breedon	Susan Ervin-Tripp	Sallie Holt
Otis Bruce for Judge 2016	The Lisa Esherick Fund	Don Honigman
Gloria Buchman	Richard & Martha Fateman	Beverly Hop
D. Michael Bussell	Heike Feltes	Susie Hoskins
Alicia Butler	Charles Fender	Angela Houlemard
Judith Butler	Nicole Fields	Mark Humphrey
Buttner Properties, Inc.	Michael & Sally Fitzhugh	Donna Hunt
John Cain	David Foecke	Richard Hutson
Campaign for Tobacco-Free Kids	Kaye Folsom & Jerome Brown	Monique Inciarte
Lisa Cannelora	David Fore	Ellen & Don Irie
Kai Carter	Morgan Forsey	Andrew Jaszewski
Elizabeth Carty & Ernest Galvan	Carol Frank	Donald Jen
Elaine Chan	Dick Friedman	Jeanine Jensen
Lillian Chan	Keith Fudenna	Rebecca Johnson
Aiwah Chang	Joan Fujii	Carlton Jones
Richard Chapin	The Daniel C. Funk & Kate E. Funk Charitable Gift Fund	Gregory Jones
Theresa Chapman	Kate Earle Funk	Janne Kaje
June Cheit	Denise Furka	Kapor Enterprises, Inc.
		Nathan Kaufman
		David Kears
		Margaret Kendall

Hannah & Allen King	Cheri Mezzapelle	Raimi & Associates
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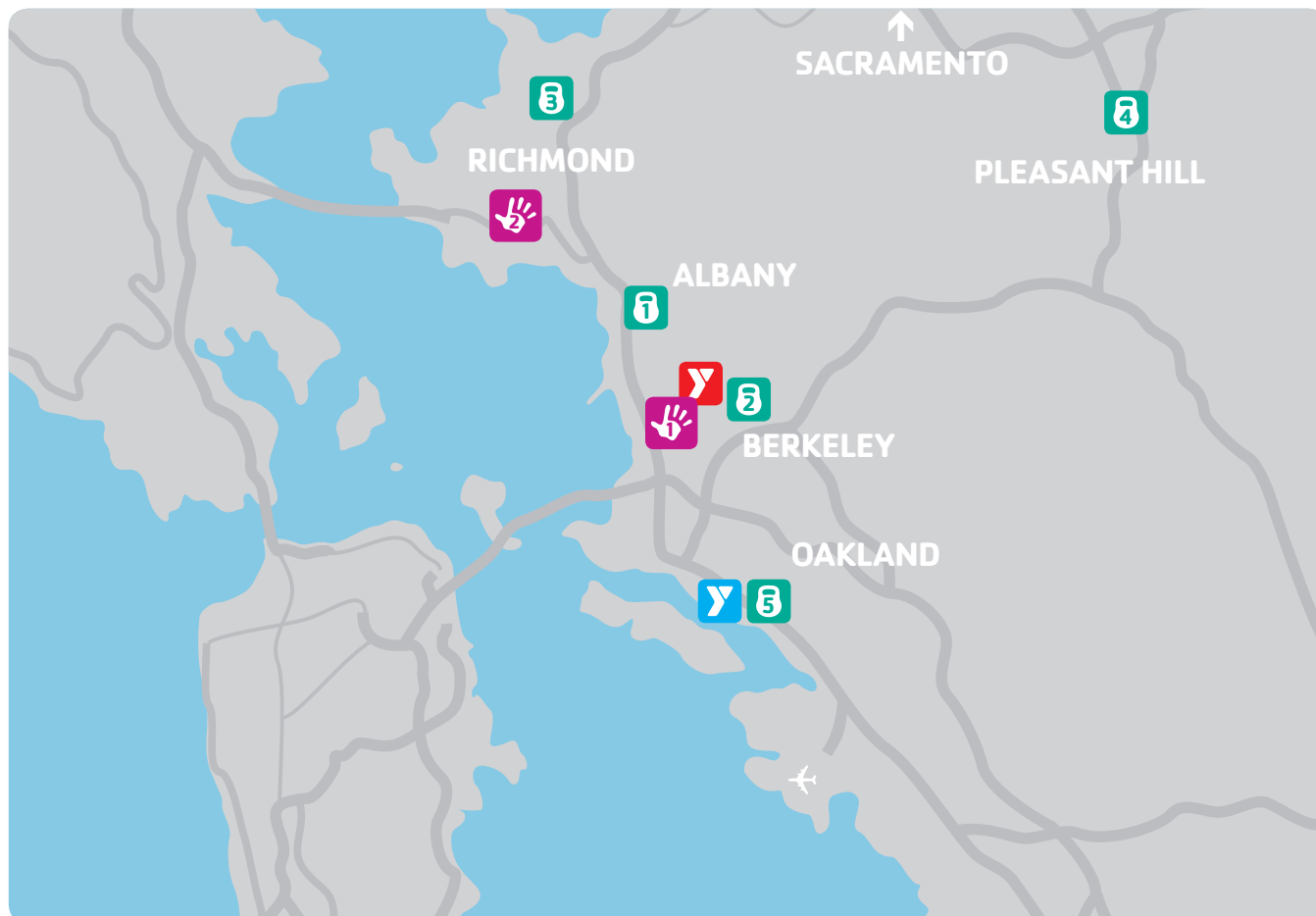
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2. Downtown Berkeley YMCA
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