



Amity
Foundation
when people gather with good intent

Annual Report **2020**

**Our life is an apprenticeship to the truth
that around every circle another can be drawn;
that there is no end in nature, but every end is a
beginning...**

**— Ralph Waldo Emerson
1803 - 1882**

**Truth is powerful and it prevails.
— Sojourner Truth
1797 - 1883**

Amity stands with all of those who embrace nonviolent action on our planet. Our nation is fractured by grief from COVID-19, unemployment, closures of learning institutions, rising hate crimes, mass shootings and divisions in politics and policy. Our heart breaks as the unending avalanche of violence against Black citizens shreds the fabric of our country. Our planet, our home, is suffering from massive climate change. This further motivates all of us to be more mission driven.

OUR MISSION | MISIÓN DE AMISTAD

Amity Foundation is dedicated to the inclusion and habilitation of people marginalized by addiction, trauma, criminality, incarceration, poverty, racism, sexism, homelessness and violence.

We strive to improve health, and **promote** environmental, social and economic justice.

Amity is committed to research, development, implementation and dissemination of information regarding **community** building.

La Fundación Amistad se dedica a la **inclusión** y habilitación de personas marginadas a causa de sus problemas de adicción, experiencias traumáticas, encarcelamiento, pobreza, discriminación racial o sexual, carencia de vivienda, y violencia.

Nos esforzamos por mejorar la salud y promover la **justicia** ambiental, social y económica.

La Fundación Amistad está entregada a la investigación, desarrollo, ejecución y difusión de información dirigida a construir un sentido comunitario más completo..

Friends,

On September 24th, Amity Foundation lost Ozell Johnson, a faculty and community member of 30 years who pioneered our first in-prison project from behind walls as a lifer-mentor. After serving 32 years, he was released in 2015. Ozell worked in the free world as a cornerstone for opening the Amity Beacon community for former lifers (mentors).

Through his positive demonstration, and his advocacy of Amity's model, thousands of men did not return to prison. His successes helped bolster our reputation in the state where we now offer services in 21 California prisons. Amity has been addressing mass incarceration for decades and we are gratified to learn this year there will be prisons finally closing in California.

During the long months of COVID-19, we have been able to maintain our diverse services. Faculty and students rose to the occasion ahead of the curve, protecting our campuses with handwashing, masks, information, posters, temperature taking, as well as appropriate quarantining and distancing. The writing and implementation of focused workshops and multi-cultural ceremonies helped to anchor the community in countless ways.

Much of our success is due to our invaluable community partnerships. We have been honored to help serve as the coordinating agency for Returning Home Well, Governor Gavin Newsom's new public/private partnership designed to support the reentry needs of thousands of men and women released from incarceration. We are grateful for our community clinic and healthcare partners who have helped ensure the safety of our faculty, students and communities.



Doug Bond & Ozell Johnson

This year, we are especially proud of:

- The construction of our first California women's campus, La Entrada de Los Angeles.
- The development of three permanent housing locations to help combat the devastating homeless problem in Los Angeles.
- A \$3 million award to provide rental assistance to students.
- The distribution of approximately \$3 million in allocations to students who were impacted by unemployment or underemployment during COVID.
- The distribution of over 50,000 units of personal protective equipment.
- The development of Desert Springs men's campus in Riverside County.

Finally, I would like to welcome our newest board member, Susan Champion, Deputy Director, of the Three Strikes Project, Stanford Law School. She has been a leader of social justice for years. We are grateful for the opportunity to work with her.

With **gratitude**,

Doug Bond,
Chief Executive Officer

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Never doubt that
a small group of
thoughtful, committed
citizens can change the
world; indeed, it's the
only thing that ever has.

– Margaret Mead
1901 - 1978

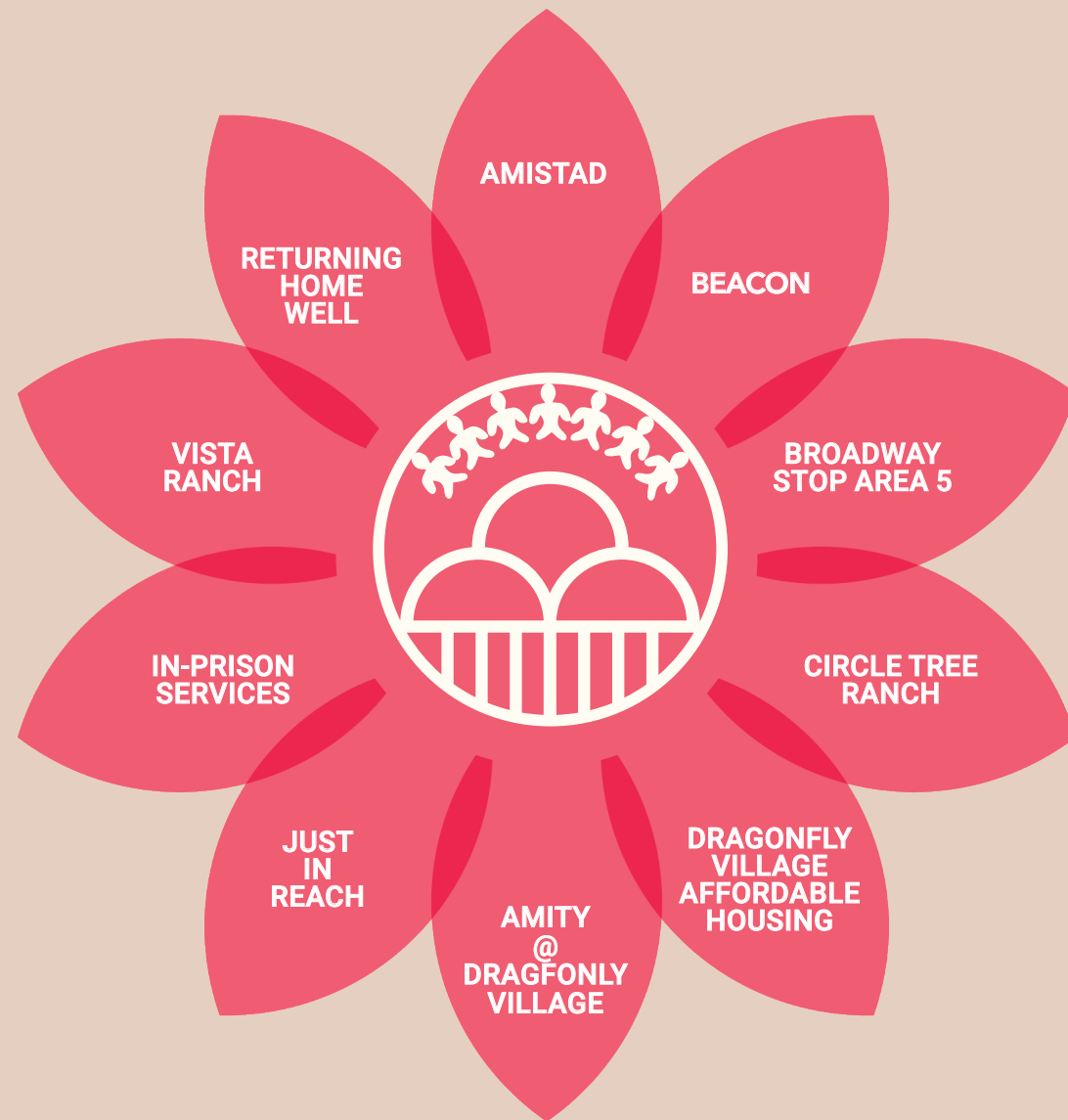
THE AMITY PHILOSOPHY

Our philosophy is based on the belief that life is an apprenticeship to the truth. Around every circle of truth a larger **circle** can grow. The extent to which this circle expands depends upon the force of truth which the individual manifests. Nothing is at last sacred but the integrity of our minds. We must press on, for nothing great was ever achieved without enthusiasm.

We do not treat **friendships** delicately, but with the roughest courage, for when they are real, they are the most solid, the most powerful things we know. There are two elements that go into the composition of friendship; one is truth; the other is tenderness. Daily, we weave a tapestry of friendship, each individual becoming a part of the larger whole. No person is an island unto themselves. Each of us must consciously **participate** in our own evolution, helping ourselves and reaching out to each other. We are our brother's and sister's keeper. We teach by doing and not otherwise. Always our actions speak more clearly and loudly than our words. One teaches who gives, one learns who receives.

As long as we willingly accept ourselves, we will continue to grow and develop our potentialities. We do not know what it is that we can do until we have tried, nor can we guess today the power of tomorrow when we are in the process of building ourselves. What frightens us from self-reliance is a mistaken **reverence** for our past acts confining us to be true to yesterday's realities. There is no end to nature because every end is a beginning. So let us use all called fortune and deal with cause and effect. In the will we must work and acquire. Nothing can bring us peace but ourselves. Nothing can bring us peace but the triumph of principle.

WHERE WE SERVE | A FEW HIGHLIGHTS



10 PROJECTS | 1 ORGANIZATION

COVID-19 heightened and exposed the vulnerabilities of our nation's most at-risk populations as well as our healthcare system. The evolution of this global health crisis presented Amity with certain poignant and fundamental issues. Many of our faculty are considered front line, essential workers. In addition to safety and protection measures, we were faced with a key question: how do we foster community and maintain services while being socially distant? That is, how do we remain "together" while being "apart"? This unique predicament was handled in a number of ways by both faculty and students who rose to the occasion.

IN PRISON PROJECTS. Within this arm of Amity, which extends into 21 prisons, the challenges of working remotely were especially difficult. Because the COVID pandemic coincided with the new hiring and implementation of our prison projects, many faculty were hired and then were unable to enter the prisons to work. Faculty were able to stay connected to the work through both a rigorous training curriculum from the California Department of Corrections and Rehabilitation, as well as multiple Amity-developed culturally diverse team building exercises commemorating Mother's Day, Father's Day, Memorial Day, Independence Day, Equality and Balance, Rainmaking and Juneteenth. Annalisa Mitchell, and her team promoted inclusion by honoring and understanding different traditions and perspectives. This helped foster communication and build a virtual community amongst faculty members.

With upwards of 250 faculty on any given team building ZOOM call, Amity was able to foster connections and prepare our faculty for the diverse community that we serve both in prison and at large.

The **JUST IN REACH** jail project, works in collaboration with 30+ other organizations, providing services for the most at-risk probationers. The team was especially challenged during the months of COVID-19. Protocols changed hourly; there was constant communication with the Office of Diversion and Reentry. New policies and procedures addressed and improved how the courts functioned, transportation from jail, transportation to housing and quarantining measures were implemented. The Los Angeles County Jail began releasing individuals early. Alan Richards, director of the project, hired six new faculty and a full-time psychiatrist in response to the additional releases.

Life at **CIRCLE TREE RANCH** in Tucson, as with all residential campuses, experienced the brunt of accommodating the effects of COVID-19. Students remained extremely healthy and untouched by the disease thanks to consistent, quick turnaround testing. Thank you Jesse Losoya! This campus benefitted from its 60 acres where curriculum and gatherings continued outside. Onsite daycare was implemented for toddlers and virtual learning set up for school aged children. Unexpected silver linings have emerged: the children are learning how to film and edit drone footage, hiking local trails and more. To date, no children have contracted the virus.

AMITY ON BROADWAY (STOP Area 5). The re-entry arm of our services was especially challenged with increases in releases from prisons. This was difficult for faculty who normally welcome people newly released with open arms and a smile. Usually an emotional time for those being released, it is a time to reconnect with family and community. This took on a more somber and isolated tone due to COVID with large empty vans and drivers suited and masked followed by a requisite quarantine. Many incoming students are unable to see family. Advocates have had numbers of students they are responsible for increase from 35 to 50. The ability to pivot has become an essential skill.

NEW RESIDENTIAL CAMPUSES. In spite of the pandemic our plan to open two more residential Teaching Communities for women and men is well underway. La Entrada de Los Angeles will open in December for 60 women completing their last years of incarceration in the free world rather than prison supporting their reintegration.

In Riverside County, a Teaching Community is being developed to accommodate 150 men completing sentences and working toward reintegration.

NEW CAMPUSES! In California, people released from prison are typically told, "Report to county probation within 48 business hours of release for any available services." This has historically created unfortunate opportunities for re-arrest. Notwithstanding COVID-19, with the help of California Corrections, the Los Angeles County Probation Department and the Let My People Go Foundation, a community transition campus has started offering bridge housing. This is for people released on probation until appropriate placements can be found: a lily pad on which to land.

CITIZENSHIP = VOTING. Voting is an essential element of democracy, a imperative civic duty for returning citizens.

Amity is fortunate to have faculty like Rosalyn Davis-Wise and Annalisa Mitchell, who championed voter registration for our students and employees.

Central to our mission is the **dissemination of information regarding community building.** With COVID-19, the challenge is to keep the teaching element active. Towards this end our videographer, Thijs Boonen, worked with Rod Mullen and others to develop more than 20 training videos inclusive of student seminars, faculty orientation, team building excercises and COVID safety. These were made available on-line.

Voting and participating in the democratic process are key.

The vote is the most powerful non-violent change agent you have in a democratic society. You must use it because it is not guaranteed. You can lose it.

— John Lewis

“The distinction between violent and non-violent action is that the former is exclusively bent on the destruction of the old and the latter chiefly concerned with the establishment of something new,”

— Hannah Arendt
German-Jewish political philosopher



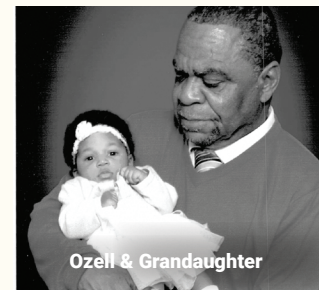
Faculty member Jess Losoya's marriage to Scott Blades, Executive Director of Tucson Interfaith Aids Network, December 2019, Tucson



Christmas fun | Just in Reach Team



Thijs Boonen
Director of Audio-Visual



Ozell & Granddaughter



Annalisa Mitchell
In-prison Communities

WHAT WE DO | A FEW HIGHLIGHTS



10 INITIATIVES | 1 MISSION

REENTRY. Amity helped the State of California coordinate the releases of 11,000 people from prisons since March 2020, many of whom were released to our Amity Broadway (STOP) network in LA. The community stepped up, giving us hundreds of beds to accommodate those numbers. We tripled our number of drivers and our fleet of vehicles.

RECIDIVISM REDUCTION. Amity accommodated the release of returning citizens from the Los Angeles County Jail decreasing the jail population from 18,000 to 12,000. In support of our returning citizens, we distributed 50,000 units of personal protective equipment, printed designed and distributed countless safety posters, shared our protocols, and distributed \$100,000 of clothing to our recidivism reduction partners.

EMPLOYMENT SERVICES. There are many challenges for someone released from prison after being incarcerated for a decades. They must secure identification, a social security card, birth certificates and basic paperwork – a challenge in this new virtual reality. Jobs normally created are on COVID hold. Only 10% of the students kept jobs since they were non-essential entry level workers. To respond to the employment challenge, we have partnered with employment service providers to prepare individuals who have lost or are seeking employment. We received \$3 million dollars in funds distributed through the Center for Employment Opportunities, Inc. for the Returning Citizens Stimulus Program.

COLLABORATIONS. Stories abound about groups pulling together on a grassroots level. Amity shared resources with friends; if we didn't use all of what we had, we would share it with other groups who were in need. Likewise companies assisted us with resources such as unused buses that provided safe distancing to transport students. Whatever the need there has been an ethos and culture of collaboration, cooperation and generosity.

HOUSING INITIATIVES. In response to growing housing crisis's, exacerbated by the COVID pandemic, Amity joined with others as part developers to start construction for permanent housing for 500 people in Los Angeles. Our Dragonfly Village, permanent supportive housing in Tucson, has been able to set aside housing units specifically for veterans and their families. We received an adult reentry grant for returning citizens to provide rental assistance.

TEACHING COMMUNITIES. As individuals we can boost our immune systems. Throughout Amity via seminars, media, posters and workshops we are posing the question "How Healthy Can You Be?" Amity's **Culinary Arts Department**, which stopped serving sugared drinks, processed food and daily meat ten years ago has taken a harder look at plant-based options to improve the immune system. Multiple documentaries have inspired our chefs to bring additional foods, such as the Lion's Mane mushroom, turmeric, ginger, and other super foods into the Teaching Community diet. These cook down into textures and flavors that people **LOVE**.

EVALUATIONS & RESEARCH. Our goal is to create and maintain standards of excellence for Amity's Teaching Communities and contractors.

We have developed and continued the use of two new instruments for evaluation. One is the Student Experience Survey for all Amity campuses as well as our Amity Broadway providers.

The second is the Community Indicator, an in-depth analysis of the health of our residential Teaching Communities. This measures fidelity to the model. It allows a detailed lens into the physical environment which is interconnected with a healthy emotional climate.

Amity is collaborating with the Rand Corporation studying chronic homelessness and emergency room visits with Amity's Just In Reach Students; with Stanford University on statewide reentry projects inclusive of the men at Amistad, and the University of California at Irvine which is conducting further research on the effectiveness of our prison projects.

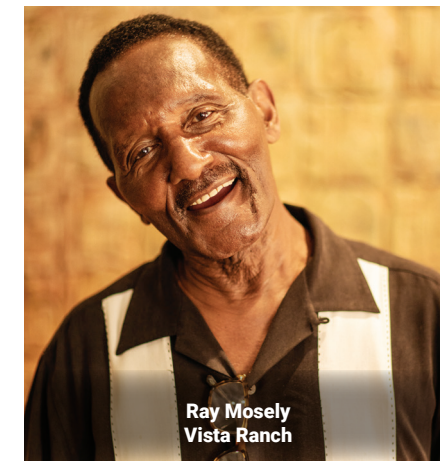
I do not study to learn more,
but to ignore less.
Sister Juana Ines de la Cruz

CLIMATE REALITY AND COVID-19. In August of 2019, an Amity team attended Al Gore's Climate Reality Project Leadership Training, in Minneapolis MN, along with over 1,100 others from 38 countries. The former Vice-President stressed the need to prepare for global pandemics, long predicted in climate crisis models. Back home, headed up by Mike Salazar, our Environmental Department, which serves campuses with crews in Los Angeles, Tucson and San Diego, was on point when COVID emerged to immediately formulate safety protocols. Hand-washing stations and PPE's were secured. We needed outdoor classrooms and group gathering areas so gazebos and pergolas were constructed in record time. Fleets of large vans were rented for transporting students, replacing our Prius' which did not meet distancing rules. Ultimately, Amity adjusted quickly and effectively to our evolving pandemic needs in order to make our students and faculty safe.

The Amity team was the largest and most diverse group in attendance. The youngest Climate Reality leader, our own Elias Noah, age 13, of the White Mountain Apache Nation was publicly acknowledged and commended by Mr. Gore in front of all attendees.



Amity faculty at the Climate Reality Project Training in Minneapolis, August 2019.
Back from Left: Jess Losoya, Robin Rettmer, Barry Warne, Sandra Kleinschmidt, Rod Mullen, Raul Frias
Front from Left: Mattea Tampio, Naya Arbiter, Regina Slaughter, Al Gore, Elias Noah, Juana Ochoa, Mike Salazar



Ray Mosely
Vista Ranch



Mike Salazar
Environment



Al Gore & Elias Noah, of the White Mountain Apache Nation meet in person.
Mr. Gore publicly acknowledged and commended Elias as the youngest attendee at 13 before 1,100+ attendees.

RETURNING HOME WELL

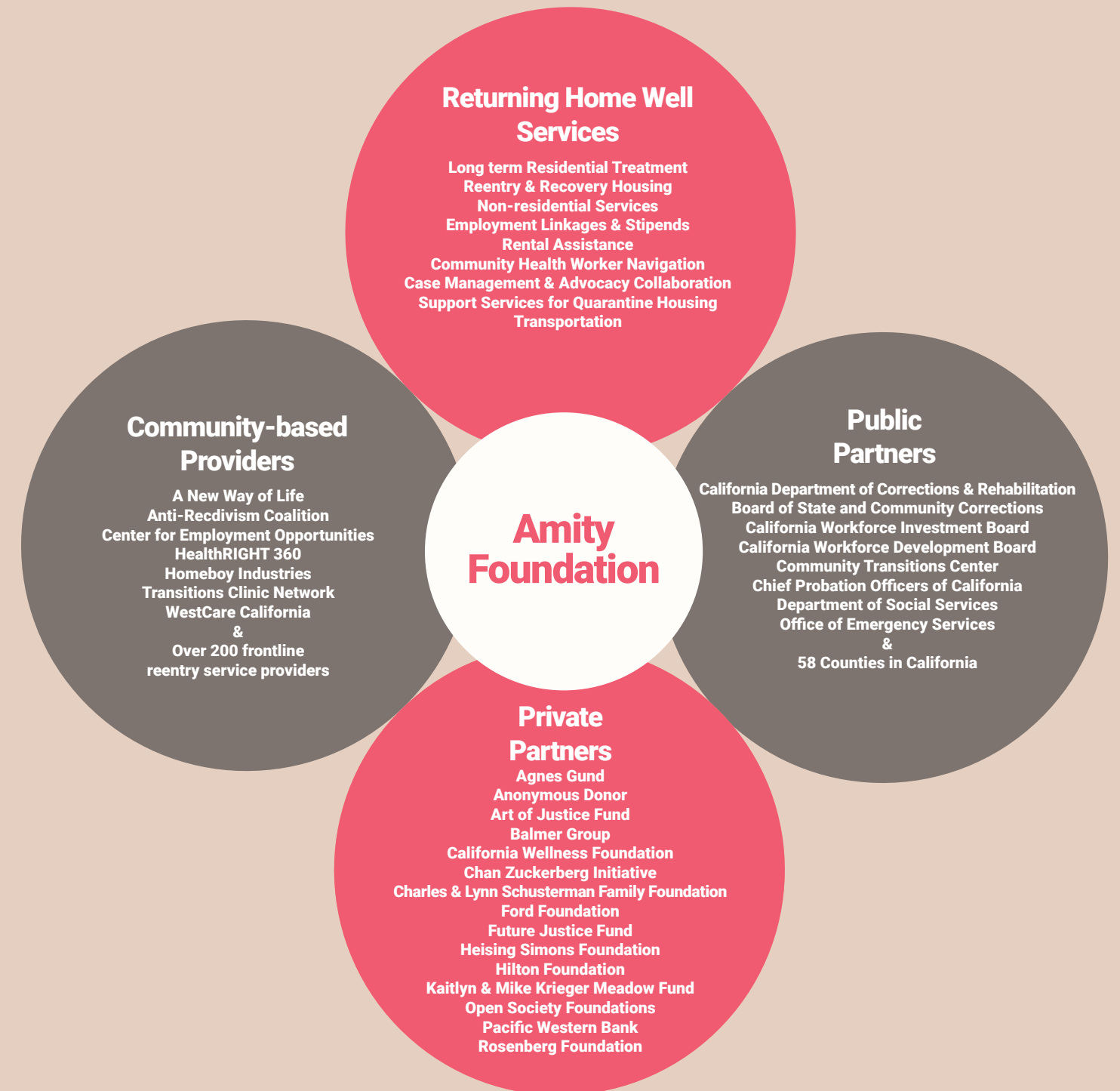
The RETURNING HOME WELL INITIATIVE is a \$30 million partnership fund. Its mission is to support the successful reentry and reintegration needs of over 8000 prisoners released to minimize the impact of COVID-19 on state prisons. These funds were generously provided by philanthropic organizations, **frontline** reentry service providers, Governor Newsom and the State of California. The funds help provide essential services to those impacted by the criminal justice system who have met their release date or are being released on an expedited timeframe due to the pandemic.

Across California, hundreds of community-based organizations are working tirelessly providing assistance. With a \$15 million commitment from Governor Newsom and funding from private **philanthropy**, resources are going to organizations providing transportation home from prison, quarantine housing, emergency supportive housing, residential treatment, access to health care, employment services and direct assistance.

Without this net of **support**, the chances of re-arrest are high. Women and men, rapidly released, face homelessness, addiction, mental illness, criminality, racism and trauma. The conduit for the distribution of these funds is AMITY FOUNDATION. We are the hub for housing and multiple services delivered by a network of frontline organizations. To date, well over the \$30 million goal has been committed and services are already being provided to returning citizens.

Cows run away from the storm while the buffalo charges toward it and gets through it quicker. Whenever I'm confronted with a tough challenge, I do not prolong the torment, I become the buffalo."

**-Wilma Mankiller
Chief, Cherokee Nation
1985 -1995**



SHARING OUR KNOWLEDGE ABROAD

In September 2019, the Amity Executive Team: Doug Bond, Chief Executive Officer, Robin Rettmer, Naya Arbiter and Rod Mullen were invited to present extensively at the European Federation of Therapeutic Communities in Greece. Two days prior to the Conference, in conjunction with Dr. Rowdy Yates (EFTC President) and Dr. Kathleen Yates, we hosted a special two day training for representatives from 20 countries on fidelity to the model. During the conference, Robin Rettmer, Chief Operations Officer and Senior Professor with four decades of experience presented on the importance of ceremony and acknowledgment. Additional presentations included Succession Planning, Complexities of Transition, Bottoms Up Perspective: Learning from our Students; The Challenge of Continuity; and a Three-pronged Approach to Climate Change. Amity's approach to climate change was adopted unanimously by all members of the European Federation; Phoenix Futures a, British NGO, vowed to be carbon neutral by 2021 and they are well on their way! Several other organizations changed their plans for succession to focus more on community models rather than corporate ones.

Following was an eighteen-day speaking tour in Japan where Amity's co-founders Naya Arbiter and Rod Mullen gave 36 presentations in universities,

prisons with correctional officers, newspaper editors, magazines, television and radio stations, with filmmaker and investigative reporter, Professor Kaori Sakagami.

Amity's long **collaboration** with Sakagami-San resulted in three documentaries on Amity, including *Lifers: Reaching for Life behind the Walls* which was the inspiration for the first Japanese Restorative Justice Prison.

“Life is not what you alone make it. Life is the input of everyone who touched your life and every experience that entered it. We are all part of one another.”

Yuri Kochiyama

After 6 years of complex negotiations to gain unprecedented permission, shooting began and led to the making of a documentary called, *Prison Circle*. Japan's Agency for Film for Cultural Affairs awarded the film *Prison Circle* the grand prize. This is helping to change the entire correctional system in Japan.

Global outreach continued to Australia where Naya and Rod gave the keynote presentation to open the Australasian Therapeutic Community Conference at the invitation of Dr. Lynne Magor-Blatch, who had previously hosted workshops at Amity's Circle Tree Ranch.

El Salvador has experienced an immense crisis of gang violence and heightened fear of retribution. Many have fled the country only to be returned. Shunned by their families for gang involvement, people have nowhere to turn. With the help of longtime friend, Mark Faucette, we have forged a partnership in El Salvador, through the State Department, to work with at risk men and women whose circumstances are dire. The disparities in resources require creativity and courage. Community Advocate, Daniel Romero and Mark hosted a week long training-workshop in Spanish in January 2020.



Prison Circle promotional poster



At the premiere screening of *Prison Circle*, Tokyo Japan, September 2019



Robin & Friend, September 2019



Danny Romero (foreground in blue) & Mark Faucette (in black making 'peace' sign) in El Salvador, January 2020



Robin, Naya & Rod at Epidaurus
The EFTC conference was held in Greece, September 2019

OUR LANGUAGE

Many of us learned from grandmothers: you may not have money, or designer clothing, or the best car but how you speak and carry yourself impacts the way the world perceives you. The words and phrases we choose can communicate caring, **dignity**, and inclusion, or objectification, exclusion and apathy.

Amity's intention with students who have been incarcerated and marginalized is to create a setting where people move from number to name, discover gifts long dormant, develop leadership, reconcile with family and develop a community of choice. Ideally, students and faculty should explore not only their personal history but the history our nation.

This is reflected by the language we have adopted into the Amity lexicon. Critical to personal and social transformation are words that relate to community rather than a corporate hierarchical structure. Ideally, a teaching community has a clinical advisor rather than a clinical supervisor; campus' not facilities; projects versus programs and a feeling of membership by all rather than a fractured we/they dichotomy.

Yes, we all use shortcuts and abbreviations but referring to students by categories, acronyms, and funding sources is part of the bitter fruit that has been created in this country – a racist prison system, devolving communities and ignorance about our own history. The language and words we choose to use is the mark and measure of sensitivity and emotional **intelligence** that is imperative to the success of our mission of fostering personal and social transformation.

I am no longer accepting the things,
cannot change.
I am changing the things
cannot accept.”
—Angela Davis

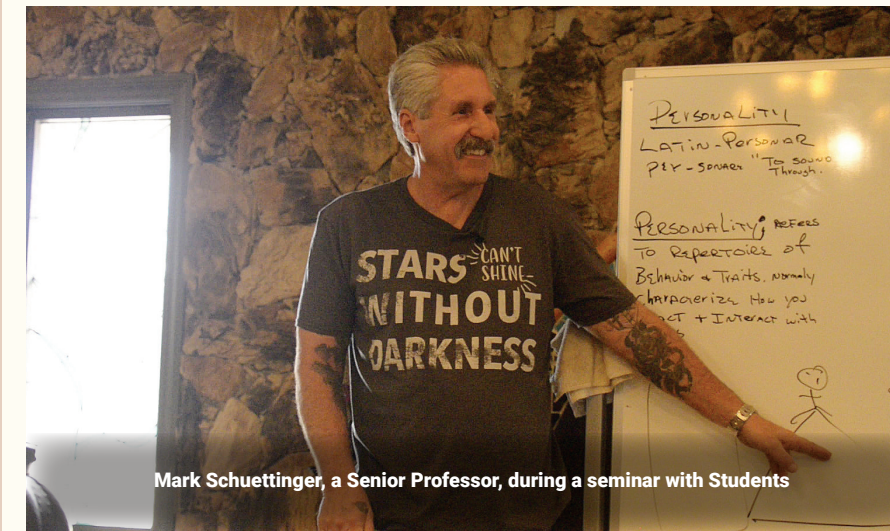
OUR WORKSHOPS

Ceremonies and workshops are a mainstay of our teaching services and offer intensive learning for all. It is an event in which both faculty and students participate.

In January 2020, we began monthly, week long workshops for our residential campuses and hope to expand these in some form for our in-prison communities.

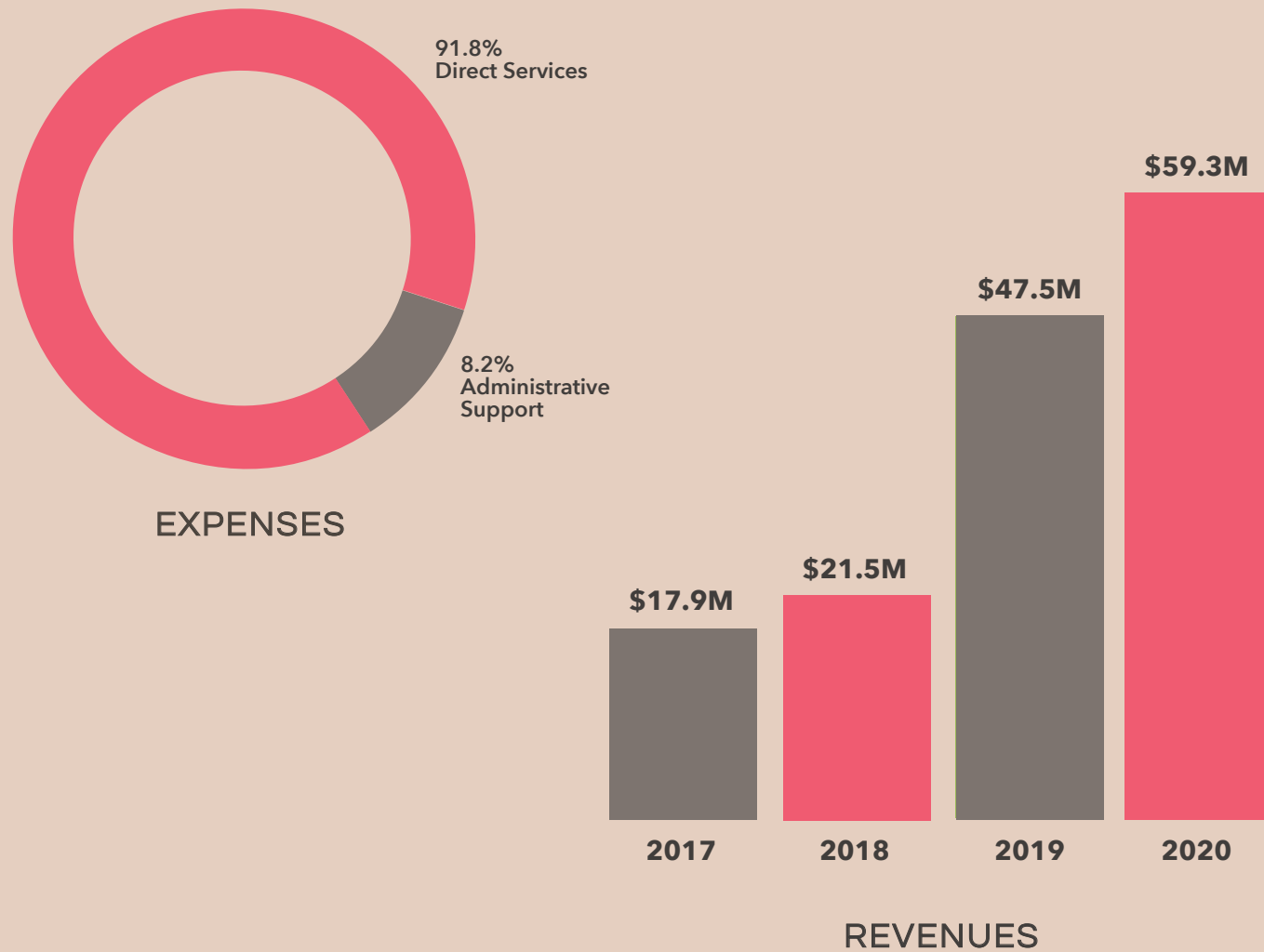
In May, we developed a 5-month “Juneteenth” workshop series on Civil Rights, Supreme Court cases, voting rights, and moral role models in the United States. This series includes: Slavery, The Chinese Exclusion Act, Japanese Internment Camps, treaties with First Nations, LBGQT rights, the right for women to vote, immigration and issues around gun control.

It also includes learning about the many people and their historic contributions including, Bayard Rustin, Pullman Porters, Gonzalo and Felcitas Mendez, Abe Merropol, Dick Gregory, Howard Zinn, Ella Baker, Valerie Kaur, Uri Kochiyama, Mamie Till, and John Lewis. The workshop shares in detail what history books often don't. Faculty and Students develop familiarity with diverse role models who represent lessons of moral, emotional courage and intelligence that both guide and warn.



FINANCIALS

In the fiscal year July 1 2019 - June 30 2020 Amity dedicated 91.8% of revenue's to direct services and 8.2% for administrative support. We received in-kind donations valuing approximately \$800k.



BOARD OF DIRECTORS

Beth Stokes, Chair
 Greg Matthews
 Susan Champion
 Alfred Urbina
 Jennifer Bond
 Don Devito
 Robin Rettmer
 Rod Mullen
 Doug Bond



THANK YOU

LOS ANGELES

1736 Family Crisis Center
A Better LA
A Better Life
ACLU Southern California
Action Sober Living Homes
Acton Rehabilitation Center
Advancement Project
AFSCME Local 685
Agnes Gund
All People Community Center
AMCAL
AMG Care Figueroa-Wilmington
A New Way of Life
Anonymous Donor
Apparel Anonymous
Ascencia Glendale
Anti-Recidivism Coalition
Art of Justice Fund
B.R.I.D.G.E.S.
Balance Point
Balmer Group
Behavioral Health Systems
Beit T'Shuvah
Beyond Shelter
Bold Recovery
Bonner Thomas Forte Inc.
Bradley's Assisted Living
Brilliant Corners
California Department of Corrections
and Rehabilitation
California Department of Social Services
California Drug Counseling
California Forward
California State Assembly
Californians for Safety & Justice
California Wellness Foundation
Candace Ybarra
Cannon House
Carolyn Conti
Casa de Familia
Center 4 Living
Center for Employment Opportunities,
Inc.
Center for Health Justice
Center for Living and Learning
Chan Zuckerberg Initiative
Change Lives
Charles & Lynn Schusterman Family
Foundation
Chrysalis
Circle of Help
City of Long Beach

City of Los Angeles
Clare Foundation
Clear Skies Ranch
Clifford Beers
Community Centers Inc.
Community Coalition
Community of Friends
Community Partners
Community Services Department/Family
Resource Center
Coalition for Responsible Community
Development
Cornerstone Project
Corporation for Supportive Housing
Crossroads, Inc.
Dare U 2 Care
Department of Veteran's Affairs
Didi Hirsch Mental Health Services
Direct Resolution
Downtown Women's Center
Drug Policy Alliance
East Dominguez Community Center
Edrica's House of Hope
Ella's Foundation
Ella's House
Enterprise Community Partners
Epidemic Global
Episcopal Service Center
First Phase Sober Living
Five Keys Charter School
Flintridge Center
Foothill Workforce Investment Center
Ford Foundation
Fred Brown Recovery Services
Friends Outside Los Angeles
Future Justice Fund
GetBetterFuture.com
The Golden Path
Good Shepard Center
Goodwill Industries Inland County
Goodwill of Southern California
Grandview Foundation
Harriett Buhai Center for Family Law
Healing America's Youth
Health Right 360
Heising Simons Foundation
High Road Program
Hillsman Center
Hilton Foundation
Homeboy Industries
HOPICS
Housing California
Images of Soul
Justice Not Jails

LA County Strategies to Combat
Homelessness
Heising Simons Foundation
Homeless Solutions Access Center
Hope for Life Foundation
House of Hope
Inner City Law Center
Integrated Recovery Network
Kaitlyn & Mike Krieger
Kedren Community Health Center, Inc.
LA Care
Lamp Community Village
Little Tokyo Service Center
Los Angeles Metropolitan Churches
Los Angeles Archdiocese
Los Angeles City Attorney
Los Angeles County Dept. of Health
Services
Los Angeles County Dept. of Mental
Health
Los Angeles County Dept. of Public
Health Dept.
Los Angeles County Department of
Rehabilitation
Los Angeles County District Attorney
Los Angeles County Office of Education
Los Angeles County Probation
Department
Los Angeles County Public Defender
Los Angeles County, Dept. of Mental
Health
Los Angeles County Office of Diversion
and Reentry
Los Angeles Family Housing
Los Angeles Homeless Services Authority
Los Angeles Mission
Los Angeles Trade Tech
Loyola Law School
Managed Career Solutions
Manna Feast
Mariposa House (Sadler Healthcare, Inc.)
Meadow Fund
Menlo House (Sadler Healthcare, Inc.)
Midnight Mission
Mitchells Salvation Community
Motivational Recovery Services, Inc.
New Beginning
New Directions
Open Society Foundations
Pacific Western Bank
People Assisting the Homeless
Pathways 2 Success
Paving the Way Foundation
Phoenix House

Phoenix House - Venice
Pomona College
Project 180
Prototypes Pomona
Public Counsel Law Center
Public Defender Mobile Monthly Record
Change Clinic
PV Jobs
Reborn Transitional Housing
Rescue-A-Life Foundation
Resource for Human Development
Roosevelt Community Adult School
and Maxine Waters Employment
Preparation Center
Root and Rebound
Rosenberg Foundation
Salvaged Lives Resources
Salvation Army Bell Shelter
Salvation Army Glendale
Salvation Army Los Angeles
San Fernando Recovery Center
SSD Help Center
St. Margaret's Center
St. Vincent de Paul Center
Sober Clarity Living Inc.
Special Service for Groups
SRO Housing Corporation
Stanford Law School
Tarzana Treatment Center
Telecare Corp.
The Eye of the Beholder
The Salvation Army
The Salvation Army ARC in Pasadena
Transformational Living Homes, Inc
Tri-City Mental Health
Timelist Group, Inc.
Transformational Living Homes
United American Indian Involvement
United Homeless Healthcare Partnership
Los Angeles
United Way of Greater Los Angeles
Unity Bridges
University of California, Los Angeles
University of Southern California
US Courts
U. S. Vets Inglewood
Vera Institute of Justice
Vermont Slauson Economic
Development Corporation
Violence Prevention Coalition
VIP Mentors
Volunteers of America
Weingart Center Association
West Los Angeles Community
Development Corp.
Willing To Move Forward

TUCSON

Assistance League of Tucson
Care 1st
Child Youth & Families Division
CODAC Behavioral Health
Compass Affordable Housing, Inc
Cope Community Services
Deseret Industries
Desert Skies United Methodist Church
Dr. Will Tuttle
Dr. Ysaye Barnwell
Dunlap & Magee
Gila River Indian Community
Gospel Rescue Mission
Hope by Song
Kaori Sakagami
La Frontera
Lynne Magor-Blatch
Magellan Complete Care
Mandan, Hidatsa & Arikara Nation
Tribes
Navajo Nation
Pascua Yaqui Tribe
Physicians for Social Responsibility
Pima County Community College
Pima County Community Development
and Neighborhood Conservation
Dept
Pima County Drug Treatment Alternative
to Prison
Pima County Jail
Pima County One Stop
Pima County Probation & Parole
Pima County Superior Court
Primavera Foundation
Reverend John Mireles
Rowdy and Kathleen Yates
Salvation Army
San Carlos Apache Tribe
Substance Abuse and Mental Health
Services Administration
Tanque Verde School District
Tohono O'Odham Tribe
Tucson Interfaith HIV/AIDS Network
University of Arizona SW Institute
for Research on Women
White Mountain Apache Tribe

SAN DIEGO

Aerotek
Cal State San Marco
Capalina
Center for Employment Opportunities
Choices in Recovery Detox
County of San Diego
Department of Rehabilitation
Exodus
Feeding San Diego
Go Staff
Goodwill Industries Escondido
Goodwill Industries San Diego
Healthright 360
Hillcrest Pharmacy
Homeless Court
Inner Faith
Life Line
Light House Community Treatment
Center
New Vista Baking
North County Transit
Optum
Pacific Western Bank
Palomar College
Patricia McManigal
Postal Annex
San Diego Futures Foundation
San Diego Probation & Parole
San Diego Reentry Round Table
Second Chance
Select Staffing
Shamrock
Sysco
Toys for Tots
Two Men and a Truck
Urban League of San Diego County
Vista Adult School, Kim Steiner
Vista Community Clinic
Vista Unified School District
Workforce Services Branch Oceanside

TEACHING COMMUNITY TRADITIONS

- Community is the antidote to personal alienation; the way out is to let others in. You alone can do it, but you can't do it alone.
- Within community, we develop **authentic** relationships based on personal authority, trust, and demonstration. We learn to affect change without violence and to contribute to society from a position of dignity.
- Our communities are sanctuaries where it is physically and psychologically safe to express the reality of our experiences without fear. Together we examine who we have been, who we are today and what our intentions are for tomorrow.
- We fully express our **experiences** within the sanctuary of the circle learning to speak out, rather than act out: The integrity of the circle is prime; what is said there stays there.
- Our Communities are based on information and authenticity rather than power and control. Our corporate structures exist to serve our community: the "triangle" supports the "circle."
- We celebrate and learn about all cultures; traditions and faiths represented by the individuals in our community; our community is not a culture or faith unto itself.
- In Community nothing and no one is secondary; everyone has something to teach and **everyone** has something to learn. We teach and learn from each other working in the physical, emotional, intellectual and spiritual realms.
- We grow through our dedication to learning – we learn to listen and we listen to learn: A learning person is alive; a "learned" person is dead. We can not integrate what we have learned and are learning unless we can teach it: We can't keep it unless we give it away.
- We don't ask people to do things that we haven't done or wouldn't do ourselves.
- We practice forms only to achieve **essence**.
- We leave people, places and situations better than we find them.
- Our communities are based on a tapestry of friendship; together we expand our ability to give, to love, and to be loved.
- We can act our way into a new way of feeling, but we can't feel our way into a new way of acting. This day is the first day of the rest of our lives: we can start our day at any time.