The Inter-Departmental Newsletter and Calendar of Events for the week of January 25 - January 29
Published by the Public Education Department
All news items are due each Friday by 5 p.m.

EVENTS TO REMEMBER

Wednesday, January 27 - Public Education Weekly Orientation
Friday, January 29 - Sunday, January 31 - Practical Support Training
Friday, January 29 - Staff Quarterly Meeting
Sunday, January 31 - Tighe's Birthday!

RESIDENCE DEPARTMENT

It's time for the Kim and Gail Smoking Update: If you haven't noticed, Kim and Gail have been very pleasant and open this week. Why, you ask? Because the official "quit day" is not until Tuesday, January 26, 1988. In view of this momentous occasion, Iris Landsberg has decided to leave for New York on Wednesday, in hopes that all will blow over by the time she returns. Foolish girl! Justin is preparing himself by carrying a big stick. Bert and Bea are scheduling extra house meetings and hoping for a crisis that will take them away from the office for at least two weeks. Ellie plans to keep your door locked and her heart accessible to them, but only by phone. Then there is Jack, poor dear, he has no idea that this is going on.
Kim and Gail, the brave paragons of self-control that they are, will most likely be found hanging from the rafters. They will come down from time to time to get their circulation going again - be advised to carefully watch for falling objects!

PRACTICAL SUPPORT  The Practical Support staff took a retreat day on Friday, January 22, and they went to the Monterey Bay Aquarium.

The next Practical Support Volunteer Training is scheduled for the weekend of January 29, 30 and 31. Additionally, their next Group Leader Training will be held in the upstairs conference room on January 31.

DEVELOPMENT DEPARTMENT  Yesterday, the S.F. Eagle was the site of a beer bust that benefited Shanti Project and the Golden Gate Wrestling Club. The event drew hundreds. Bea Roman was assisted by Steve Lessure, Bert Bloom, Tighe Foley, Eduardo Ramirez, Joe Lane, Nicholas Carter and Brian Smith.

Kathy would like to urge everyone to write his or her congressman and tell him or her, "No More Contra Aid." Congress will be voting for more aid to the Contras in early February. Kathy suggests that you write before February 1 in order to contact the congress representatives before they meet.  "Money for AIDS, not Contra aid" - we can save lives in all arenas of the world.

If anyone knows a 15 to 16 year old who is interested in Europe, international peace and solidarity issues, and would like to write to a 15 year old female, please see Kathy.

Also, has anyone seen the 1988 calendar on the March on Washington for Lesbian and Gay Rights put out by Frontline? If you haven't and would like to, see Kathy after Tuesday.

FINANCE DEPARTMENT  Welcome back Allen! He had perfect weather in Mexico and has a dark tan we're all envious of. He starts his final semester of college this week and is very glad the end is in sight. His s.o. (significant other), Steve, broke his leg last weekend while skiing and Allen's been playing nurse. We wish Steve a speedy and complete recovery.
Maria has given up on the singles scene of Clement Street. It seems that her cousin almost convinced her to join the convent but fortunately for us Maria doesn't like wearing hats.

While out for a ride on her bike during this long overdue and beautiful weekend, Margaret was stuck by a car. She was thrown over her handle bars and walked away form the accident with a few bruises and a bump on the head. We wish you a speedy recovery Margaret.

Jess was chief cook and bottle washer over the weekend at the annual Board of Directors retreat. He was a little nervous at first because he hasn't cooked for a crowd for years but we heard that the meals were a big hit. The menu included hors d'oeuvres of Ritz crackers with Cheese Whiz spread (yummy!), Campbell's Chunky Chicken Noodle soup, Kraft Macaroni and Cheese, cherry flavored Kool-Aid, and the Board's favorite desert, Rainbow Jello topped with Cool Whip! In fact, the weekend was such a success for Jess he's considering catering the next quarterly staff meeting.

Bev reports that her life is wonderful, she has spring fever and that "the cala lilies are in bloom."

**PUBLIC EDUCATION**

Greg plans to be chained to the doors of the Federal Building on Tuesday with Nancy Walker and Pat Norman as part of a city-wide protest regarding a variety of federally funded AIDS issues.

Annie sold $170 worth of sweatshirts and signed up many new supporters of Shanti during the two-day California Public Health Conference in Oakland last Thursday and Friday.

Chris Sandoval and Greg Day attended the National Conference given by the Center for Disease Control to get feedback from west coast AIDS agencies for a national education plan (television, print ads, etc.).

There was a lively debate with some heavy duty feedback including comments from Chris Sandoval who remarked on the lack of racial sensitivity. Greg brought up the fact that there were no PWAs present to provide their review of the materials.

For all, it was an inspiring and invigorating exchange of ideas.
DEPARTMENT NEWS

PUBLIC EDUCATION

The Haight Street Fair is Sunday, June 12. We urgently need more volunteers to staff the booth and to help in the transportation of the booth and its contents. If you can volunteer during any part of the day for 2 to 4 hours please call Peter Niland in Public Education ASAP. We particularly need people for the transportation shifts.

We also are signing up people to staff the Lesbian/Gay Freedom Day Celebration booth on June 26. More volunteers are needed for early morning and late afternoon shifts.

EMOTIONAL SUPPORT

An excellent in-service was held by Ed Wolf and Mesha Irizarry from S.F. General concerning the changing client population.

Brian Smith and Carol Kleinmeier will be going off to Boston to participate in the July conference.

Brian Smith began a group for People with AIDS in the Tenderloin on Friday. This is a new endeavor for us and for Brian who has spearheaded this support service.

Jana Rickerson is beginning a women's PWA group at S.F. General.

Our services are expanding. Our volunteer body presently totals 340.

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NOTES

Sign language classes will be offered to interested staff persons on Tuesdays from 6:00-8:00pm. Please leave a note with Ali Marrero if you want more information.

** ** ** ** ** ** ** ** **

Chris Sandoval will be on vacation/leave for the next four weeks. During that time, he will attend People of Color Mobilizing for Survival: A Statewide Conference on AIDS in Sacramento and the international AIDS conference in Stockholm, Sweden. Ellie Cousineau will fill in for Chris during this time.

** ** ** ** ** ** ** ** **

Eric Shifler has exciting vacation plans starting June 2. He's going white-water rafting on the Colorado River in the Grand Canyon. Chris Byrd will be holding down the fort until Eric's return, June 21st. Have a good time, Eric, and keep your powder dry.
May 24, 1988

Dear Member of the San Francisco AIDS/ARC Community:

When the AIDS/ARC Planning Committee met on May 3, we had a very interesting discussion with those individuals who attended. Based on their input, in order to allow people to attend as much of the conference as possible, it was decided that individuals would pay a small processing fee and serve as conference staff. They will be required to:

1. Attend a staff orientation meeting which will be held in the early evening of Thursday, July 14, in the Civic Auditorium.

2. Work one four hour shift on July 15 or July 16, the exact time of which will be determined by the staffing coordinators based on staff choice as much as possible.

3. Complete a registration form and pay $20 by July 1. If C.E. credit is desired, the fee is increased to $45.

Individuals will be included in the order their registration and payment is received. Once staff registration has reached the maximum number, all further registrations will be returned and the applicants will be able to register without a late fee. If you have questions about the staff program, please call either Angie Lewis at 476-7708 (w) or 647-5743 (h) or Bea Tracy at 863-4826.

At the May 3 meeting we also had a brief discussion of plans for the '89 and '90 conferences. We will look forward to your future participation in planning these important conferences.

As we have said before, we want to share this year's exciting educational program with you and your staff. We hope you will take advantage of both the group rate registration and the opportunity to serve as staff.

Angie Lewis
Six years after the disease was first diagnosed, there's a lot we know about AIDS. We know that AIDS isn't spread casually...you don't get the disease from a drinking glass or a bus seat. We know how AIDS IS spread...primarily through unprotected sex and I-V drug use. And we've learned that people with AIDS can continue to work, and make important contributions, while their health permits.

State Proposition 69, on the June ballot, tries to bring back the fears about AIDS...through bad science, misinformed public policy, and simple lack of compassion. KCBS urges you to reject Prop 69.

Proposition 69 revives the old fears about how AIDS is spread...on the job, through food, in sweat...when the best medical research says it just isn't so. Prop 69 revives the old fears about people with AIDS...through talk of isolation and quarantine...when public health experts agree those measures wouldn't help a bit. And Prop 69 doesn't put a penny toward medical research or AIDS education...the two best tools we have to save lives.

If all this sounds depressingly familiar...it is. Two years ago, an almost-identical initiative was on the ballot...sponsored by the same supporters of Lyndon LaRouche. That initiative was overwhelmingly defeated...and KCBS hopes Californians will do it again.

AIDS IS a frightening disease, but we've learned there's no reason to fear the PEOPLE who have the disease. Please vote no on Proposition 69.
Ms. Honorine Horner  
Administrative Secretary  
SHANTI Project  
Tour AIDS Inpatient Unit  
Ward 5A  
San Francisco General Hospital  
1001 Potrero Avenue  
San Francisco, California  
USA 94110

Dear Ms. Horner:

It has been a real pleasure meeting you while visiting your institution. The time you kindly devoted to sharing with me your particular observations and experience regarding issues concerning AIDS patients has been very much appreciated. It has provided me with valuable information in helping me better understand the major issues concerning AIDS and in furthering my objectives of studying different models of care and the financial/resource implications of these models.

Thank you for your kind assistance and help.

Yours sincerely,

Daniel LeTouzé, Ph.D.  
Vice-President, Research and Development
A Benefit for SHANTI PROJECT and for THE ECUMENICAL CHAPLAINCY for the MENTALLY ILL HOMELESS

Ted Smith, Tenor
Allan Blasdale, Piano

Dichterliebe
Robert Schumann

First Performance of songs by:

Jean C. Blasdale and David Colbert

Saturday, June 4, 1988 2:00 pm
Metropolitan Community Church
150 Eureka Street, San Francisco

Friday, June 10, 1988 8:00 pm
First Congregational Church of Berkeley
On Dana at Durant

Special Appearance by members of

Pacific Chamber Singers

Robin Kay, Director

$5.00 donation requested at door
SHANTI GRAPEVINE NEWSLETTER

Can you fill in each box of this chart with an answer that begins with the letter above the column and belongs in the category listed before the row? List one answer for each box, although there may be more than one possible answer for most boxes.

<table>
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<tr>
<th>H O M E S</th>
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<tr>
<td>The Great Lakes</td>
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gabby Grape

The astronaut reported back to base that he had found a strange galactic object. It was a perfectly symmetrical solid figure which presented exactly the same appearance on whichever face it stood. At least it did—before the astronaut touched it.

Now three of the faces are pulsing with red light, three with blue light, and the other six with green light.

The scientists at base headquarters are still trying to work out what the lights mean, but they do know the shape of each of the faces. Do you?

1. What is the name of the awards given by Senator William Proxmire for wasteful government spending?


9. Who financed Columbus's voyage to America?

15. The astronaut reported back to base that he had found a strange galactic object. It was a perfectly symmetrical solid figure which presented exactly the same appearance on whichever face it stood. At least it did—before the astronaut touched it.

Now three of the faces are pulsing with red light, three with blue light, and the other six with green light.

The scientists at base headquarters are still trying to work out what the lights mean, but they do know the shape of each of the faces. Do you?
TO: All Department Managers
FROM: Greg Day
RE: SHANTI GRAPEVINE
DATE:

Please use the form below to list your departmental news for the Shanti Grapevine Newsletter and submit to Public Education by 5 p.m. on Friday,

1. DEPARTMENT NAME ____________________________

2. MANAGER'S NAME ____________________________

3. TRAININGS, ORIENTATIONS, MEDIA TOURS, SPECIAL EVENTS, STAFF CHANGES, ADDITIONS, PERSONAL CONGRATULATIONS, ETC.: ____________________________
Volunteers Needed to Help Candlelight Vigil

The 8th International AIDS Candlelight Memorial and Mobilization scheduled for Sunday, May 19, 1991, is looking for individuals to help with vigil logistics. Organized by Mobilization Against AIDS and PWA/SF, the event serves as a ceremony of remembrance for those who have died of AIDS, and show solidarity for those fighting the disease.

Occurring in 47 countries in over 225 cities and the world, the local event last year saw over 20,000 people participate. This year’s event will consist of a march leaving Castro and Market at 8:15pm, which will pass down Market Street to City Hall, where a brief ceremony will be held. Volunteers are needed to distribute candles and information and act as safety monitors. For information call Ken McPherson at 863-4676.

Emotional Support Training Dates Change

The next Emotional Support Training for new volunteers will be July 20, 21 and 27, 28, 1991. This will replace the June and August trainings.

The facilitators training will take place on Friday evening, July 19, 1991. Spread the word to help create a large turn-out.

Walk "Hand in Hand Together" With Shanti Project

Please join Shanti Project volunteers, clients, staff and Board as we march in the 1991 Lesbian/Gay Freedom Day Parade on Sunday, June 30! This year's parade theme is "Hand in Hand Together". Shanti hopes to build on last year's success with a strong and upbeat contingent comprised of hundreds of volunteers, clients, staff, Board members and our supporters such as your family and friends. Final plans for our contingent's own theme are currently in the works and we will be mailing you information by mid-May regarding our exciting endeavors. We'll let you know about details of our "Shanti Parade Prep Night", need of contingent safety monitors, and our special Shanti t-shirts.

As always, our contingent aims to honor you as volunteers as the heros of the San Francisco AIDS response and how Shanti Project is working throughout the City to help People with AIDS and their loved ones. In the meantime, if you'd like to get involved in the final planning, please call Mike or Jennifer at Shanti. Your help is needed to make this another success! See you all on June 30!

Volunteer Needs/Call Jennifer Akfrat unless otherwise specified

Flyering

In order to create more visibility for Shanti Project we like to get out in various communities and post flyers about upcoming trainings. As part of the Flyering Team you will help post flyers once a month in a specific neighborhoods.

Administrative Support

We're looking for a regular volunteer to help out for 4 hours a week in the Emotional Support Department doing light typing, filing and xeroxing.
There were audible sighs of relief at the March 20 Emotional Support Volunteer Meeting. The meeting marked the third gathering of the ES staff and volunteers. The first two meetings focused on the changes going on in the department and the concerns this raised for many of us.

This meeting marked the first time the full Emotional Support staff was present, along with members of the Emotional Support Advisory Board and other long term and short term volunteers. Staff spoke of new found teamwork, and a sense of relief and excitement about the new directions the department is taking.

Volunteers echoed their feelings of hope about the positive movements within the department to improve services while continuing to be inclusive of volunteer feedback when making changes. With the consolidation of the ES Advisory Board, many people expressed their reassurance that the Board will remain a vital part of the functioning of the ES Program.

The Volunteer Advisory Board has been soliciting applicants to serve as members. It is hoped that this process will be completed by May 1. The ESVAB (ES Volunteer Advisory Board) is presently comprised of five people including the Director of Emotional Support, who serves as the Board Director. The Board Chairperson is volunteer Larry Hjort. Once new members are on board, several permanent committees will be formed to address communications with volunteers, evaluate service provision and generally keep in touch with all of you who are our lifeblood.

Other recent changes within the department include adding Monday mornings to the weekly intake schedule so that intakes occur four days a week. In general, intakes are not done over the phone on Fridays. The intake week was reduced to allow the Volunteer Coordinators more time to remain in contact with their volunteers on an on-going basis.

In addition, a new policy was developed to allow a wider range of volunteers to participate as facilitators in the trainings. A copy of the policy can be obtained from the ES Assistant Director, Ed Wolf. In general the intent is to keep the facilitators for any one training reflective of the overall volunteer body in terms of new facilitators and more experienced facilitators, women, people of color, sexuality, economic and class differences. All volunteers are encouraged to participate in the trainings. Please call your Volunteer Coordinator or Ed Wolf to sign up. Names will be taken on a first come, first served basis.

There continues to be improvements in the facilitator trainings and tightening of the exercises used in the volunteer trainings. The feedback has been very positive and the atmosphere uplifting. This was indeed the way the March Volunteer meeting ended—with an incredibly uplifting feeling.

Thank you to all volunteers and staff for your hard work in continuing to cultivate such harmony.

Brian Smith
8-14-39 to 4-20-91

On Saturday, April 20, 1991, our friend and co-worker, Brian Smith, passed away. Brian was a Volunteer Coordinator in the Emotional Support Department for five years and a number of you came to know and work with him over that time.

We would like to invite you to a memorial service for him that is being held here at Shanti Project, 525 Howard Street, on Thursday, May 16 at 7pm.

We look forward to seeing you and coming together as a group to remember him and his wonderful gifts to us all.

Sincerely,
Ed Wolf
Assistant Director
ES Program

Brian died Saturday evening, April 20 at his apartment on Kansas Street. For many of us who knew and worked with him, whether as co-worker or volunteer, his tall presence and resonant voice personified emotional support. Brian was very proud of his work at Shanti. He became a Shanti Emotional Support Volunteer in September of 1984 and a Volunteer Coordinator in August of 1985. In his trainee application he wrote, “I was unwilling to consider being a Shanti counselor until I could feel in myself the stirrings of a personal involvement with the deaths of others, and the possibility of my own death.” Brian was especially proud of his work with the organizers of the early Candlelight Vigils and his work as Volunteer Coordinator was exemplary. He was loved and trusted by literally hundreds of volunteers. He believed he was here in the true spirit of volunteerism. In his own words, he described himself thusly: “An AIDS activist, an eccentric out-of-town aristocrat, a deep voice in a 68” frame, an anarchist fairy, and a loner who kept trying to dismantle his own walls.”
by Ericka Huggins, Director of Practical Support

The March 22-24 training graduated 26 volunteers to be matched with clients needing Practical Support services. Congratulations to the trainees: Steven Ambeling, Kendra Bailey, Matthew Bernard, Jennifer Boyce, John Brainerd, Rachel Breuer, Lawrence Coles, Muffy Craig, Michele Dana, Elizabeth Fallis, Jim Forgione, Shelley Fuko, Christian Fung, Eric Gomez, Mia Hendirx, Brian Holbrook, Dan Hutchison, Edward Lemke, Sally Leversee, Lawrence Nash, Ralph Padgug, Amy Standen, Renate Tobin-Brohmer, Philip Tryon, Lee Valpoon and Cheryl Yawata.

Thanks to the ten volunteer facilitators who facilitated pod groups. They are: John Borchelt, Bob Clark, Albert Cromedy, Jennifer Floyd, Bill Gundel, Carol Jordan, Gary Marshall, Lori Palmquist, Peter Shimmin, Rob Zaborny.

Our next training on May 27-29 will be equally successful.

Many volunteers have asked about our expanded services for children with AIDS. Practical and Emotional support volunteers have requested to be matched with children. In late February a proposal was submitted to a foundation to develop the program to include specific volunteer trainings, staff trainings and various children sibling and family support groups. So… we haven’t forgotten those of you who are willing to help. We’ll keep you updated on funding and programmatic news.

Another Update: Joe Healy is on leave of absence from April 1 to mid-July. Tim Schulte is his temporary replacement as volunteer coordinator. Tim is also a PS volunteer group facilitator.

We still need volunteers who can do PS client intakes daily. Let us know if you wish to help mornings 9:00-12:00 or afternoons 1:00-5:00. Again, give Ericka a call if you wish to help.

Mark your calendar for these events:

• On Friday, May 10 at 7:00 pm our PS group facilitators dinner is planned for those who have been group facilitators during 1991 at Duboce Lunch, which is owned by former PS volunteer Cornelius Conboy.

• On Saturday, June 8 from 5:00 to 7:00 pm PS volunteers will gather at Shanti for dinner, socializing, updating and fun. Please mark your calendars now!

Thank you all for your continued commitment to men, women and children with AIDS. You’re great!

SHANTI PROJECT
MISSION STATEMENT

Shanti Project is a non-profit, volunteer-based organization serving people with AIDS and disabling HIV and their loved ones in San Francisco.

Shanti recruits and trains volunteers who provide emotional, practical, social and residential support to individuals affected by HIV-related disease. Shanti enhances the quality of life and the independence of people with AIDS and HIV while reducing the need for institutional care.

SHANTI PROJECT
VALUES

Shanti Project:

• Abides by highest ethical and financial standards in managing programs and in personnel policies and procedures.

• Reaches out and provides services regardless of sex, age, income, race, ethnicity, cultural background, sexual orientation or lifestyle.

• Functions as a multicultural organization in all its activities, including the membership of its Board of Directors and in the recruitment and training of its staff and volunteers.

• Is sensitive to the needs of each client in an accepting, nonjudgmental manner.

• Supports civil and human rights and the dignity of its clients and the HIV-affected community at large.

• Builds and nurtures collaborative relationships with other organizations that provide services to people with HIV-related disease.
May and June Begins Street Fair and Celebration Season

The months of May and June are filled with events that reflect the diversity of people and culture in San Francisco. Carnaval in May and Juneteenth and Lesbian/Gay Freedom Day in June are the main celebrations. These events help Shanti Project recruit volunteers and inform the community about our services to people with AIDS and their loved ones. As part of Shanti Project's outreach efforts, our continued presence and participation is important and always a lot of fun!

We are always looking for volunteers who wouldn't mind helping out at our table or booth during these events, especially volunteers who are members of these diverse communities. If you're unable to help, feel free to stop by our booth and say hello! If you are interested in helping with our booth or table, please call Jennifer or Mike at Shanti for details.

Carnaval

Date: Saturday, May 24 and Sunday May 25, 1991
Time: 11:00 to 7:30 pm.
Place: Harrison between 16th and 21st

Traditionally a pre-Lenten farewell to the pleasures of the flesh, this year's Carnaval has been moved to late May, when a warmer climate allows scantier costumes and more tropical flavor. The weekend is filled with open-air festivities in the Mission District. There will be live entertainment on three stages including Trinidadian steel drums and Cajun zydeco. The Grand Parade begins on Sunday at 11am at 24th and Bryant and winds its way through the Harrison site.

Juneteenth

Date: Saturday, June 15 and Sunday June 16, 1991
Time: 12:00 to 7:30 pm.
Place: Hamilton Recreation Park

The Juneteenth Festival is a very important event for the African American community. This event celebrates and appreciates aspects of this culture and heritage. Also, the Juneteenth Festival allows others not familiar with the Emancipation struggles, the opportunity to appreciate the depth and beauty of the African based culture.

The celebration provides programs that reflect the diversity of San Francisco's multicultural arts community and highlight the richness and vitality of African American Art in its traditional and contemporary forms.

This year's Juneteenth event will be held at the Hamilton Recreation Park, located at the corner of Geary and Post Streets. The outdoor activities will consist of continuous music, highlighted by guest speakers and noted Bay Area personalities. There will be an assortment of African American cuisine and handcrafted art items. Also, children's carnival rides, games, clowns and other activities.

Lesbian/Gay Freedom Day

Date: Sunday, June 30, 1991

Time: Parade begins at 11am
Place: March begins at 11 am at end of Market and goes to Civic Center.

Capping a month of activities and celebrations of Gay Pride, this parade commemorates Stonewall, the watermark of the birth of the gay and lesbian liberation movement. This event, which occurs simultaneously all across the country, has evolved into a famous annual San Francisco party celebrating the economic, social, political and cultural contributions of lesbians and gays. The party begins with the parade which moves from the Financial District into the Civic Center and an entire day filled with booths, good food, dancing and fabulous people watching.

CORRECTION

In the last issue of HeartSpace I thought I had the correct name of the longest active ES female volunteer, but alas, I was wrong. That title goes to Sarah Finnegar. Sarah's training was in December of 1985 and she's still an active volunteer with one client. Sarah and her former client, a Latino woman with AIDS, were featured in the December 1990 KRON special on volunteers who work with AIDS, "Season of Sharing." Sarah's worked with five clients in 6 years, and facilitated Monday night support groups and client groups. She also lent Shanti her beautiful profile in a former poster campaign with her client Larry. Thank you for your amazing commitment, Sarah. We Love You.

Jennifer Akifrat
HELLO FROM OUR NEW COMMUNITY TRAINER: BARBARA ENGLIS

I joined Shanti's staff on March 7 as Community Training Manager. I'll tell you a little about the job as a way of introducing myself.

At the moment, I am preparing material on burnout for the community participants/AIDS care providers training: The Courage to Care. Several volunteers are assisting with research and performing graphic magic on the Macintosh. In March I took the PS training and in April I facilitated the ES training. Yesterday I talked to participants in the Home Care Companions training about AIDS service organizations.

I have spent ten years in community health care doing research, referrals, door-to-door organizing and case management with workers, women, elders and people with ARC and AIDS. Nothing has been quite like this job.

One thing is still the same: people, all of you, are the most valuable resource. If you have interests, concerns, suggestions, referrals, or questions about my work please call. I look forward to hearing from you.

From Outreach and Operations

- At the March Shanti staff meeting Volunteer Resource Developers Jennifer Akfirat and Mike Frederickson introduced a panel of volunteers who related to staff their reasons for working with Shanti, things that they thought might be improved for volunteers, and comments on their histories and how volunteering for Shanti compared to other volunteer experiences. Sharon Walton and Gene Powers represented the Emotional Support Program, Mary Sanchez and Eric Poche represented the Practical Support Program, and Norma Barsness represented Office Volunteers. Their experiences in working with Shanti were not only enlightening, but served to remind staff of how much it depends on its volunteers and how Shanti has served volunteer's needs.

- The Shanti Board of Directors has formed an advisory committee to help develop communication strategies for the Project. The advisory committee includes several communications professionals who are donating their time: Richard Brandi of PG&E, Lynn DeVon of McCann Erickson and Aaron Peaceful of GLS Research, and is chaired by Board member Grant Home of PG&E. They held a couple of "brainstorming" sessions with volunteers in order to generate ideas to encourage more people to volunteer.

Brainstorming sessions work best when there are no more than 10 or so people, otherwise there isn't enough time for everyone to participate. The sessions are more fun and they create more ideas if there is a cross section of people. We planned two sessions, one with people who are new to Shanti, and one for people who have been with Shanti 2-3 years or longer. Shanti would like to thank all those volunteers who participated in the Communications Brainstorming Sessions on April 9 and 10. The ideas gathered for the recruitment of new volunteers were very helpful.

Mr. Richard Brandi, who conducted the sessions, will be submitting his report soon. If you are interested in learning about the results of this project, call Craig Barnard at Shanti and leave your name and address, and a report will be provided.

We welcome your ideas and wish there was a way for everyone to participate. Unfortunately, with over 700 volunteers, we can't ask the communication people to hold brainstorm for everyone who'd like to participate. So, if you aren't one of those contacted and would like to contribute, please feel free to write with your ideas to Craig Barnard c/o Shanti. We'll share the results of the brainstorming sessions with you over the next six months.

- Silvia Muniz and Brian Bliss have both recently come on staff at Shanti Project. Silvia is temporarily Data Entry Secretary for ES and PS and Brian is the temporary Secretary for ES and PS. These two wonderful people came to Shanti and donated many hours in the office working on data entry, answering phones and working on various projects before becoming part of Shanti staff. We are so happy that they are here in the office on a regular basis and doing such a wonderful job. Thank you Brian and Silvia!!!

- From Jana Rickerson: A VERY SPECIAL THANK YOU TO DAVID BRAA'TEN for helping me create a workable filing system! Merci.
A Brief Introduction to Our Activities Program

Shanti's Activities Program provides social, recreational and cultural opportunities for men, women and children with symptomatic HIV in San Francisco. The Activities Program Coordinator is Joe Lane and the program secretary is Irma Castro.

Participants select from a wide range of events planned for different interests and energy levels. Geared primarily toward people who are relatively healthy and who can get around on their own, the Activities Program does provide for special needs such as wheelchair access, signing for the hearing impaired, and transportation when possible.

Events provide participants with many chances to make friends with others who are dealing with similar issues, to enjoy activities they might not normally be able to afford, and to discover and explore new interests.

The Activities Program includes:

Free tickets to Bay Area arts, sports, and educational events offer people with HIV an afternoon or night on the town.

Social events include large parties, picnics, bus trips, smaller get-togethers, classes, outings such as museum tours, and visits to local theme parks.

Wildwood get-aways to a resort in the Sonoma County mountains provide people with HIV relaxing weekends away from The City several times a year.

Activities Program Update, the program’s newsletter, features information about our events, Shanti news, creative works by people with HIV, and community referrals.

Activities Volunteers are mostly people with HIV who stay active by helping others with HIV and by making sure the Activities Program truly meets the needs of those involved.

The Events Line is a tape recording with information about Activities Program events and free tickets. Clients will want to listen often! Just call Shanti and ask for the Events Line.

Clients of any Shanti direct-service program automatically receive Activities Project information. Additionally, a large number of Activities Program participants are not associated with other Shanti programs. If you feel your client would like additional information, have them call the Activities Program.

WILDWOOD
A Special Holiday Weekend for Gay and Bisexual Men
MAY 24-27, 1991

Please join us for the Memorial Day Weekend! This weekend is open to all Shanti volunteers, staff, board members, your significant others and friends who are gay and bisexual men.

Wildwood Ranch is about twenty minutes from Guerneville. It is one about 100 acres of land, sitting on top of one of the Sonoma mountains near Cazadero Ridge. It is a remarkably beautiful and serene place. Facilities at the Ranch include two hot tubs, sauna, pool, and hiking trails. The food is great! There is time to be alone or be with others enjoying the movies or our now famous “Wildwood Jeopardy.”

If you haven’t been there before, please consider joining us, and for those of you who have been before, come on back! The cost is $180. This covers all meals and a 15% gratuity to the Wildwood staff who take such wonderful care of us.

If you have any questions about Wildwood please call George Simmons, Retreat Coordinator.
Wildwood
MEMORIAL DAY WEEKEND
MAY 24, 25, 26 & 27, 1991

Personal Data

Name

Date

Address

City

State

Zip Code

Day phone ( )

Evening Phone ( )

Sleeping Arrangements

Rooms/tents are shared. Some rooms/tents have a double bed; other rooms have a double and a single; a couple of large rooms have multiple double and single beds. Please number by priority (1,2,3)

☐ Share double bed with:

☐ Single bed

☐ Any arrangement is fine. (Thanks!)

Transportation

It is very helpful if you can arrange to drive with some one else who is attending. If not, we will be happy to help you.

☐ I shall make my own travel arrangements.

☐ I can take _______ people and will leave at:

☐ Please help me find a ride.

Payment

Please return this form and $180 per person to: George Simmons, c/o Shanti Project, 525 Howard Street, San Francisco, CA 94105. Attention: Wildwood

☐ Check (please make payable to Shanti Project)

☐ Visa ☐ Mastercard

Card Number: Expiration Date:

Signature:

Cancellations: Cancel within 14 days/forfeit $90 Cancel within 7 days/forfeit THE FULL AMOUNT!
The Grace of Codependence

Joe Tolson, MA, LCSW—Joe Tolson, who facilitates a weekly group for AIDS caregivers at Kairos House, is a psychologist in private practice in San Francisco. He specializes in treating addictions and codependence and devotes much time to independent research in this field.

Freud, the “father” of psychological theory, was an atheist and a materialist who saw people as nothing more than educated animals... creatures of limit and flaw, of tyrannical passions and savage inner forces. His world was one devoid of spirit, of essential transcendence, of miracle, of God in any form. His view was that of a pathologist who sees only “sickness.”

The contemporary world of psychology is the child of this dysfunctional parent. Contemporary concerns about what is called “codependence” are heavily colored by this traditional viewpoint. Self-help books abound with frequent references to the “disease” of codependence and its “crippling” effects, providing the reader with long check lists of “symptoms” and resources for treatment including support groups, therapy and personal soul searching.

The overall weight of this message for anyone who suspects they are codependent is that they are profoundly sick with a transgenerational disease that inhibits emotional and intellectual functioning and that renders them all but useless in the area of intimate human relationships. The message sounds amazingly like the old religious teaching about original sin: an ancestral flaw that essentially debases all human beings rendering them helpless in the face of life’s chief challenges.

In my private practice and in the groups I run for people with problems of codependence, the response to this pervasive message is frequently panic, depression, and dense resistance to the very term. As one fellow put it, “First you tell me I’ve been abused and my life is based on shame, and then you proceed to abuse and shame me with list upon list of my deficiencies and derelictions and convince me that I’m incapable of mature human emotion unless I engage in years of treatment and costly therapy.”

Having been involved in treating families, criminals, run-away adolescents, and other individuals with various forms of dysfunctional and addictive behaviors for over twenty years, I have developed my own theory of codependency. (However, I won’t go on and list all the symptoms and problems that commonly fall under that term, for, as I’ve indicated earlier, others have more than done that job for us.) In my research I have noted that there are actually two kinds of codependence.

SITUATIONAL CODEPENDENCE is the experience of the range of codependent symptoms by a person who otherwise is free of them. That is to say perfectly normal and healthy individuals (you know, the kind of folks lots of the codependence literature tell us don’t exist) will react codependently if they are suddenly exposed to stressors of illness, pressure or tragedy. Under these conditions it is easy to find oneself overwhelmed by new demands and to begin to lose sense of self and of one’s own boundaries and needs. Situational codependent reactions are common in partners of persons with AIDS or other profoundly debilitating conditions, in employers dealing with an employee with an addiction problem, and in professionals working in emergency rooms or hospice services. This kind of codependency responds readily to short-term group involvement or individual counseling.

CONSTITUTIONAL CODEPENDENCE is so termed because it represents a very long term set of patterns in which a person has a history of intimate relationships with addicted or abusive individuals or has a work history dominated by a

continued on page 9

A New Moon Seminar for Shanti Volunteers

AIDS, Substance Use, and Codependency

Date: May 8, 1991
Time: 6–9 pm
Place: Shanti Project

• Are the issues of addition and codependency different in the context of HIV disease?
• Do you feel confident identifying and defining your boundaries?

SPEAKERS: Yvonne Frazier, CSAS and Melissa Villanueva, Shanti

To attend, please RSVP to Barbara Englis at 777-2273.
Childcare and ASL available and must be requested by May 3.
compulsive drive to help others while ignoring his or her own personal needs. Constitutional codependence is the shooting field for pathologizing therapists and pop-psych writers.

While my experience and research indicates that there are, indeed, people who are constitutionally codependent, I have found the problem to be less common than some would have it. Also, since my own viewpoint is influenced by long study in Eastern spiritual teaching and practice, I have come to conceptualize this kind of codependence in quite a different way—not as a sickness but as a grace.

This view looks at the constitutional codependent individual and asks: "What are this person's strengths? What are the unique creative personal potentials in this person? How has this person's difficulties made him or her ready for spiritual and personal growth today? What are this person's capacities for key human responses of love, empathy and personal communication? What does this person's life story tell about the spiritual this incarnation and these current relationships?"

Codependents have a unique capacity to feel where others are "at" with an almost psychic level of refinement. They have deep resources in and are able to garner special profits from helping relationships. They also tend to be able to communicate verbally and physically (e.g. body language) with a range of capacity beyond that of others.

People who are codependent have a native deposit of energy, in the Eastern sense of deep, vital, drive. At times this energy becomes inverted and presents itself as depression or at other times it becomes tightly canalized and appears as anger; but fundamentally it is there in its pure, spontaneous presence as a superior endowment of the force that is used to generate spiritual progress.

Codependents also have a native orientation to questions of meaning and possess a quality of depth and feeling for spiritual exploration. This endowment, when showing its dark side, appears as the hopelessness and despair of the new client presenting for treatment. In its positive dimension, it shows itself as the radiance and serenity that people who are seriously working through a Recovery program seem to possess.

With this viewpoint, a constitutionally codependent person doesn't look like some poor, wounded, pathologically multi-symptomatic wreck, but rather as a person who has come to a point in personal evolution where a unique opportunity for a quantum leap has occurred. In this light, codependence is not a curse but rather a grace; a singular, essentially positive and productive evolutionary point in life that, if handled in a positive manner, can be the seed of a happy and fulfilled future of rewarding service to others.

Reprinted by permission from Kairos House, a resource center for the caregivers of HIV affected persons. For information call 861-0877.

To All Shanti Volunteers:

**Provident Credit Union... Better than Banking!**

Below are just a few of the financial services available to Shanti volunteers through membership in Provident. You'll also receive the personal attention that's made us one of the nation's leading credit unions. Call today for information, or to learn how easy it is to join!

- Higher Interest on savings deposits
- Free checking accounts
- Visa card*
- Real estate, auto and personal loans*
- Money Market, CDs, IRAs
- ATM Expresscard
- Free day and night touch-tone home banking
- Personal financial planning services
- Money orders and travelers checks
  * with approved credit

Call Jennifer for Information
Fundraising Events

AIDS Bike-A-Thon VII, May 11
Shanti Project is one of 15 beneficiaries for this year's AIDS Bike-A-Thon. All monies designated to Shanti will go towards sustaining the PWA Activities Program. For registration and information please call 415/282-1647. Checks can be made out directly to Shanti Project. To become a volunteer at the event please call Jennifer Akfirat or Michael Frederickson at 415/777-2273.

6th Wally Look-Alike Contest & Benefit Birthday Party, May 12
Wally Look-Alike Contest will be held at the Watering Hole Saloon, 1145 Folsom Street. This birthday celebration will benefit the AIDS Emergency Fund and Shanti Project. Please call 864-0309 for further information.

Shanti Benefit at "Bye, Bye Birdie," June 4
The second show in Shanti Project's Premiere Series will be the

Finance Report

Review of March
On the year-to-date picture, the actual revenue of $2,338,171 was approximately $3200 more than planned. The year-to-date expenditures of $2,565,831 is approximately $35,000 more than planned for the period. February's operating loss increased the year-to-date net loss to $227,660.

Report for March

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revival of the 1960 hit Broadway Show "Bye, Bye Birdie" at the Golden Gate Theatre. The show stars Tommy Tune, Ann Reinking and Marilyn Cooper and will be directed by Gene Saks. Tickets are $125 for one show and $85 each for two shows. The ticket price includes a reception with the stars immediately following the performance. The last show in the series will be "M. Butterfly" starring Philip Anglim and A. Mapa coming in July. Please call 922-2827 for further information.

Pavarotti Sings for Shanti, June 17
World renown tenor Luciano Pavarotti will perform at the Oakland Coliseum on June 17. The concert, featuring the San Francisco Opera and Chorus, will benefit the Opera, Shanti Project, Mount Zion Hospital AIDS Research Project and Project Open Hand. For benefit ticket information please call Marg Tobias at 777-2273. For general tickets please call the Opera House Box Office.

Tarot Readings for Shanti
George T. Kruse will give a Tarot Card Reading to anyone who is interested. Donations for the reading will be presented to Shanti Project. For an appointment with George please call 415/387-7068.

Board of Directors Report

April Board Report
The Board Meeting opened with acknowledgment of the death of Brian Smith, who was a stalwart in the Emotional Support Department for many years.

The Volunteer/Direct Services Committee announced their Task Force to examine issues around the Project's handling of communicable disease, especially tuberculosis.

The Finance Committee reported progress in the Project's work toward achieving a balanced budget. One Board Member praised the Executive Director for his and the staff's diligent work to bring about a balanced budget.

The Public Relations and Development Committee reported ongoing work to recruit Major Donors. One Board Member pledged to match donations from the Board for the period of one month. A recent fundraiser "Gospel Brunch" held at Jeremiah Tower's new restaurant 690 was very successful and received very good media attention. Announcement was made of the upcoming fundraisers. Linda Boyd was introduced as the new Director of Communications.

The Administrative Report reiterated the above emphasizing the admirable efforts of the staff during cutbacks. The Executive Director mentioned a recent tour by Jim Gonzalez from the Board of Supervisors of San Francisco.
Events

COMMUNITY FORUM ON RACISM
Black and White Men Together and Men of All Colors Together are sponsoring Raps on Racism. Everyone is welcome to these Friday session in May. On Friday, May 10 the topic will be "Who Are You? Where Do You Come From?" with Diane Adams, PhD, California School of Professional Psychology. This is a personal look at your roots and experience with oppression. On Friday, May 17, "Shadows in Our Bedrooms - Recognizing Racism in Relationships" with Sylvester Paige. The discussion will focus on looking at motivations to be in interracial relationships. On Friday, May 24, "Can We Talk? - Perceptions of Racism in BWMT/MACT" with Bruce Menapace and Lee Woo and on Friday, May 31, "Awareness = Action = Change: Challenging Racism in Our Community through Organizational Collaboration" with Steve Feeback and Douglas Yaranon. All Raps are held at 1350 Waler Street (near Haight and Masonic). Doors open at 6:30pm and Raps begin at 7pm. For further information call BWMT at 826-BWMT.

Announcements

AIDS/HIV NIGHTLINE
San Francisco Suicide Prevention's AIDS/HIV Nightline has expanded overnight service. The new hours are 9:00 p.m. to 5:00 a.m. Monday through Friday and 5:00 p.m. to 5:00 a.m. Saturday and Sunday. The Nightline provides emotional support and crisis intervention services for people with AIDS/HIV during hours when other services are closed and contacting friends or family can feel uncomfortable. Callers are welcome to use the line often and can call every night if needed. Nightline emotional support volunteers are trained to work with suicide and HIV issues, but callers do not need to be suicidal to use the service. Staff and volunteers of AIDS service agencies are also welcome to call to talk about their concerns. The number is 668-AIDS in San Francisco and 1-800-273-AIDS in Northern California. If you have any questions or comments about the service, please contact David Paisley at San Francisco Suicide Prevention, 752-4866.

AIDS CARE STUDY
A Study of Informal Caregivers for Persons with AIDS or Symptomatic HIV Infection. The AIDS Care Study is a joint research effort of the University of California, San Francisco; the AIDS Office of the San Francisco Department of Public Health; and the Community Consortium, an association of Bay Area HIV Health Care Providers. The AIDS Care Study will examine the day-to-day experiences of friends, lovers and family members who actively provide care and assistance to persons with AIDS or symptomatic HIV infection. The research addresses the physical, emotional and financial consequences of AIDS services as well as to identify gaps in existing programs and services. Respondents will be interviewed three times over the course of one year. They will be paid $25 for each interview. Friends, lovers and family members who are currently providing the majority of care and assistance for persons with AIDS or symptomatic HIV infection are encouraged to contact the AIDS Care Study if they are interested in participating. Paid staff and trained volunteers will not be included in the study. For further information, please call Linda Ward at (415) 476-7732 or Doug Sebesta or Lisa Hoffman at (415) 476-7733.

THE SF AIDS FOUNDATION ROOM-MATE REFEREE SERVICE
Looking for a roommate? PWA/ARC is looking for affordable homes. List your available apartment with the SF AIDS Foundation or place your name in the pool of people who want to find an apartment and share expenses. Call 863-AIDS for more information.

AIDS HOTLINE
The SF AIDS Foundation Hotline needs more English, Spanish and Tagalog speaking volunteers - especially for daytime shifts. Call 863-AIDS for the next training dates and more information.

COMMUNITY UNITED AGAINST VIOLENCE
is a non-profit organization dedicated to preventing violence against lesbians, gays and bisexuals, and providing empowering services to victims of such violence. Right now CUAV needs volunteer support in these positions: STATISTICS COMPILER, ASSISTANT CLIENT ADVOCATE AND HOTLINE COUNSELOR, SAFETY MONITOR, OFFICE SUPPORT, SPEAKERS BUREAU, and the NEWSLETTER. Call CUAV at 864-3112 for information.

STOP AIDS PROJECT, KEEP IT UP!
The STOP AIDS Project offers an informal, one-time meeting for gay and bisexual men where we can talk openly about AIDS as we enter the 1990's. These meetings are free and held in all parts of San Francisco. They are confidential, and moderated by trained peer group leaders. For more information, or if you'd like to volunteer, please call 621-7177.

A drop-in SELF-HEALING WORKSHOP, sponsored by the AIDS Health Project, for anyone in the community with AIDS, ARC, HIV+, as well as caregivers, friends, and lovers. Meeting in the Gazebo Room at Davies Medical Center on Mondays from 7 to 9pm, the workshop is free. For more information, call 476-6430.

THE WOMEN'S NEEDS CENTER (a part of the Haight Ashbury Free Clinic) is providing free HIV testing and counseling. For appointment times and information call 221-7577. They also provide a Safe Sex Support Group. This is an ongoing drop-in group for women interested in and/or dealing with safer-sex issues. This group meets every Tuesday, 6 to 8pm at the Women's Needs Center. For more information call Belma or Adele at 221-7373. The Women's Needs Center is located at 1825 Haight St.

THE SAN FRANCISCO WOMEN'S BUILDING holds a support group by and for Women with HIV disease on Wednesdays from 6:30 to 8:30 pm. This is a drop-in group and childcare will be provided. For information, call Carlin Holden at 921-3680.

THE REGIONAL TRANSIT ASSOCIATION OF THE BAY AREA, which includes AC Transit, BART, Golden Gate Transit, SamTrans, MUNI, and Santa Clara County Transit, has just announced a new category in their Regional Discount Card Program. The new category "Chronic Progressive Debilitating Disorders," includes Symptomatic HIV infection, thus allowing people with either ARC or AIDS substantial discounts in transit fares within the Bay Area. Few doctors and other certifiers are aware of the new category and its criteria. It is Eligibility Criteria Section Code #18. For more information, call Jerry Crumpley, RTA Liaison at 464-7708.

REMEMINDER: Your trash is worth cash for the fight against AIDS. Recycle aluminum, glass, and newspapers. The money goes to SF AIDS Foundation and Shanti Project. Recycling centers are located at the Market/Duboce Safeway and the west end of Kezar Stadium. For information call the SF Recycling Program at City Hall 554-6193.
VOLUNTEER NEWSLETTER
Published for the volunteers of Shanti Project -- comments, suggestions and volunteer participation are welcomed.

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MAY/JUNE 1991

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Eric E. Rofes

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Chris de Heer
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The VOLUNTEER NEWSLETTER is produced in-house on a Macintosh SE Personal Computer donated by Apple Computer using Aldus Pagemaker donated by Aldus Corporation.

All meetings are held at Shanti Project, 525 Howard Street, San Francisco, unless otherwise stated. Sign language interpretation available upon request.

MAY 1991

8
New Moon Seminar:
Dealing with Addiction and Codependency in AIDS Work
Focusing on substance abuse and codependency in AIDS service delivery. Call Barbara Englis for info.

11
AIDS Bike-A-Thon 7
For information, call Molly Leutkemeyer at Shanti.

15–17, 20, & 21
Home Care Companions Training
A joint program of Shanti Project and Home Care companions, this free training is for friends, lovers, and family who are caring for people with AIDS and ARC. Contact Barbara Englis at Shanti for information, or Celi Phillips, (415) 824-3269.

17, 18, & 19
Practical Support Volunteer Training
Call Mike or Jennifer for more information.

19
AIDS Candlelight Vigil Mobilization Against AIDS again sponsors this impressive event. Call Ken McPherson at 863-4676.

24–26
Men's Wildwood Weekend
A relaxing weekend retreat at beautiful Wildwood resort for men who are Shanti volunteers, staff, and Board members. (see p. 6)

27
Memorial Day Holiday
Shanti offices will be closed.

28
Board of Directors Meeting
6:15 pm

JUNE 1991

5
Volunteer Opportunity Night

25
Board of Directors Meeting
6:15 pm

30
Lesbian and Gay Freedom Day Parade

SHANTI PROJECT
525 HOWARD STREET
SAN FRANCISCO, CA 94105-3080
(415) 777-CARE, (TDD) 495-7495

ADDRESS CORRECTION REQUESTED