This Week at Shanti

A WEEKLY NEWSLETTER ESPECIALLY FOR SHANTI STAFF WEEK OF APRIL 15-21, 1989

NEWS OF UPCOMING MEETINGS

People of Color Advisory Committee will meet on Thursday, April 20, from noon to 2 p.m. in Public Ed. Conference Room.

Meeting for Volunteers & Eric Rofes will be held on Tuesday night, April 18 from 7-8:30 in downstairs area.

Meeting on Comp Time will take place in downstairs Board Room on Monday, April 17 from 4-5.

Any interested staff members should come. Questions asked include, should we institute a longer work day? Should we limit all employees to a 40 hour or less work week? Should we provide hour-for-hour comp time but make no financial payment? Should we cap the amount of comp time people can have and insist they take it or lose it? Should managers have to approve comp time before it is taken? What can we do to keep everyone's workload reasonable? Do some staff members use work time inappropriately? Where does Andy Bowlds get his stylish clothes?

WEEKLY NEWSLETTER FOR STAFF BEGINS

"This Week At Shanti", a weekly newsletter intended to inform staff and others of upcoming events and policy changes, begins with this issue. The publication will be released each Friday at 10 a.m. and will be distributed in staff mailboxes. A pile of copies will be kept on the table by the boxes for volunteers and clients interested in reading the publication.

All items to be submitted must reach Eric S. or Eric R. by 5 p.m. Wednesday night for the coming Friday's issue.

Staff please note: It is expected each staff member will read and respond as necessary to the items in each issue. This publication is meant to save us paper and to bring together memos, meeting announcements and other items. It is also intended to save us time at meetings; hence it is going to be our primary information vehicle.

After 10 issues, we will review "TWAS" and make changes which seem helpful. Offer feedback to either Eric.

CLIENTS SHARE VIEWS OF SHANTI SERVICES WITH NEW EXECUTIVE DIRECTOR ERIC ROFES

On Tuesday night, April 11, about two dozen clients—primarily PWA's—met with Executive Director Eric Rofes and shared their views of Shanti. The agenda included introductions, "communication at Shanti", "involvement and participation by PWA's", service provision on the HIV continuum, and suggestions for improvements in services.

Discussion was lively and upbeat and included the following items: Are some support group facilitators too negative...In training, are volunteers told to have a good time with their group? Are they told how to tell clients how to handle their complaints about the group leader? Are groups too oriented towards death and not towards living?...Can we allow more PWA participation in the activities program, especially in soliciting tickets and (continued on p.2)
STATE AWARDS SHANTI HOUSING FUNDS

The Residence Program has been awarded state monies to open a Family Housing Program for AIDS affected families. The Family Housing Program has located its first residence in the Noe Valley/Mission area and hopes to open its doors in May. Interviews with the Family Housing Coordinator are scheduled for the week of April 10. Catholic Charities has also been awarded monies to open a family residence, and Shanti, along with CC, has been inviting input from Westside, Bayview Hunter's Point, the AIDS Foundation, and reps. from the Asian and Latino communities. These meetings are drawing on community expertise in family law, childcare, child placement and infectious disease protocol.

CLIENTS SHARE VIEWS WITH ROFES cont'd.

coordinating events?...Should we make sure that our initial contact with clients includes a total agency orientation for them?...Do our folks at SFGH give pamphlets on our services to new clients?

Are Emotional Support volunteers given an agency orientation in their training?...Should we train our volunteers in the Recreation Program before we put them on the phones?...Should our services be more available evenings and weekends?

Is Shanti too inflexible? Should we find a way to permit PS and ES volunteers who want shorter commitments? How can we provide ways for PWA's to provide more services?

Are we forcing our volunteers to attend too many meetings? Have we surveyed clients on why they left Shanti?

Can we give PWA's more choices throughout the agency, especially in residences?...Do we want to serve folks needing our services regardless of where they fall on the HIV continuum? These questions could not be answered by the new guy, but more probing and exploration will be done. Future meetings will take place with clients of the agency.

INFORMATION TO WARM YOUR HEART

• That lovely baby grand piano downstairs is on loan to Shanti for parties, trainings & events!

• House #2 (1st half) will be moved to their new home on 4/15, Saturday. 3+ Practical Support volunteers will assist with this move.

• All TDD telephone equipment has been relocated to the Switchboard Operator's position to enable Ali to field all calls from hearing-impaired folks. Sign language classes are held here on Tuesday evenings...see Ali for more information!

• Shanti will be organizing and maintaining a multicultural and multilingual AIDS-related bulletin board on Ward 5A, coordinated by Larry Guice and Mesha Irizarry.

• The downstairs trees (and staff) miss the sunlight. If you have input about adjusting the levelors covering windows and skylights upstairs, please contact Scott at x330.

• A team of 6 graduate students from UC Berkeley will be working with us on a study of volunteerism in the agency over the next month--recruitment, training, motivation. See Tim T. or Mike F. for more information.

• Andy Bowlds has put yet another bulletin board in the staff lounge. The one on the left is for personnel postings and job announcements only. The one on the rights is for flyers and all other notices.

• Staff volunteers are needed to help transport and assemble our Cinco de Mayo Festival booth, May 6-7. We need at least 4 people on each transport & assembly shift (2 days, 4 shifts) and we need people to staff the booth during the day. It's lots of fun. See Peter at x358. Also, Shanti sweatshirts & t-shirts have been moved to a new storage location. Requests in writing or by receipt to Peter "keeper of the keys" N.
**DID YOU KNOW?**

While we assume that everyone at Shanti knows everything that is worth knowing about everything, some small pieces of information might just be enough to make your week spectacular:

- Wednesday, April 26 is National Secretaries Day.
- Monday, May 1 is International Workers' Day.
- Passover is celebrated beginning Wednesday night, April 19.
- Eric Rofes will be spending most of the day on Wednesday, April 19 at SFGH with our staff there.
- Chris Byrd marks two years at Shanti on April 15! Benjie Fulgencio marks one year on April 18!
- George Voigt celebrates his birthday on April 17! HAPPY BIRTHDAY, GEORGE!
- Finalist interviews for the new Finance Director will be taking place this week.
- Danny Castelow has been formally named Program Coordinator of Practical Support!

**THE PHONE THAT NO ONE ANSWERED...**

A key priority for Shanti now is to improve our phone reception. We want to avoid—as much as possible—putting people on hold or allowing phones to ring unanswered. Departments should brainstorm solutions but do be sure that phones are covered in each department throughout the workday.

**CHRONIC FATIGUE SYNDROME CONFERENCE HELD**

The FIRST medical conference on Chronic Fatigue Syndrome is being held in SF on Saturday, April 15 at the San Francisco Hilton Hotel. CFS is also referred to as Chronic Epstein-Barr Virus (CEBV) and Chronic Fatigue Immune Dysfunction Syndrome (CFIDS).

This conference promises to be powerful in debunking the myths associated with CFS. This syndrome has mostly struck women to date, but any individual can be diagnosed... doesn't this sound like the beginning of the HIV epidemic, just a different initial risk group? Conference registration info is available by calling 244-1297. The fee is $75. Conference is aimed at direct service providers, especially doctors and nurses.

Shanti encourages interested staff members to attend. See Eric R. with questions.

--submitted by Holly Smith

**FRIDAY RECEPTION PLANNED FOR COMMUNITY**

Fun and hoopla is expected on Friday, April 14 from 5-7 when the community has been invited to meet our new executive director. The volunteer team for this Open House will meet in the mailroom at 3 p.m. for a 30 minute orientation with Andy.

Staff members are needed to assist with this event, as we may have many, many visitors. We need folks to give tours, sign up nametags, greet people. See Andy if you can help. Also, staff is urged to speak to folks who seem lost or alone and maybe show them around a bit. Thanks.
**This Week at Shanti**

**NEWS ON UPCOMING MEETINGS**

April Board Meeting will be held on Tuesday, April 25 at 7 p.m. in the Board Room. Key agenda items are 15th Anniversary Events, needle exchange position for Shanti, and Board Retreat plans. Parties interested in attending should contact Chris B. at 366.

Managers Meeting is set for Thursday at 9 a.m. in Public Education Conf. Room.

**Emotional Support Volunteer Training**

starts next weekend, April 28. We are expecting 20-30 volunteer trainees. Spread the word because we would like larger trainings. Staff should note that we may be using our offices for pod groups or roleplays during the next two weekends so be ready.

**Staff Input Meeting on New Personnel Policies**

will be held on Monday, May 15 from 3-5 p.m. in the Board Room. The Personnel Committee has updated the draft of new policies with many staff suggestions included. A new draft will be available to interested staff members on Monday, May 15 from Tim Teeter. The Board will vote on the new policies at the end of May.

**PEOPLE OF COLOR COMMITTEE UPDATE**

The POC Committee is developing a working agenda for the group. Angel Ramos is chairing and Kathy Vaquilar is the secretary. The group meets every other Thursday from noon till 2 in the Public Education Conf. Room.

The work of the committee has been divided into four subcommittees, headed by different staff members: Education -- Ali Marrero, Trainings -- Eduardo Ramirez, Advocacy--Angel, Logistics--Kathy. See Kathy & Angel for input.

**VOLUNTEERS GIVE STRONG INPUT TO SHANTI**

Almost 100 volunteers attended a special meeting on Tuesday, April 18 and offered suggestions to Eric concerning ways in which Shanti can better serve clients and volunteers. The hour and a half meeting included long-term volunteers, as well as newer trainees and recruits.

The discussion seemed to stress several key points, including the need for all programs to increase their flexibility in dealing with both volunteers and clients, the importance of considering the needs of clients as paramount to the Project, and the interests on the part of volunteers in becoming more active in the decision-making processes of Shanti.

Key points included the following items: Do ES (Emotional Support) volunteers need longer than 3 weeks break for grieving clients? What mechanism can be developed for our programs to gain input from volunteers into decision-making?

Are Shanti staff, especially managers, defensive when volunteers offer criticism and suggestions? How can we connect volunteers to Shanti in new, helpful ways? Can volunteers come to Board meetings?

Can our ES model become flexible enough to allow for additional needs of clients and differing cultures? Should our Monday night support groups meet less frequently or offer volunteers choices of frequency?

Should we train volunteers well and then trust them to deliver a range of services to PWA's? Can we remove "Shantispeak" from our communications? What is the best way to review and overhaul trainings to meet current needs? Do we break PWA confidentiality if volunteers in groups share info and then it goes back to other Shanti staff? (continued on page 2...)
WE ARE OPENING A MULTIPLE GRIEF GROUP FOR CLIENTS AND ARE WORKING TO FIND THE BEST WAY TO HAVE A GROUP FOCUSED ON ISSUES SPECIFIC TO PEOPLE OF COLOR. BOTH SHOULD START IN JUNE.

WE ARE GOING TO CHANGE THE SUPPORT STRUCTURE FOR EVERY-OFFER-WEEK GROUP VOLUNTEERS AFTER HOLDING A MEETING NEXT MONDAY TO BRAINSTORM NEW APPROACHES. THE MEETING IS FOR VOLUNTEERS WHO HAVE BEEN HERE A YEAR OR MORE.

TUESDAY, MAY 9, COMEDY SHOWCASE BENEFIT FOR SHANTI AT THE MART BAR AND GRILL, 32 NINTH STREET, 9-11 P.M. FEATURING COMEDIANS MARIA FALZONE, DAN MORGAN AND PETER BROWN. $10 SUG. DON.

SATURDAY, MAY 13 IS BIKE-A-THON '89 AND SHANTI IS ONE OF THE BENEFICIARIES. URGE FOLKS TO BIKE FOR SHANTI!

MONDAY, MAY 22 IS A VENETIAN ROOM BENEFIT AT THE FAIRMONT HOTEL. WATCH FOR UPCOMING NEWS ABOUT THE STARS WHO WILL PERFORM.

WE STILL NEED STAFF VOLUNTEERS TO HELP WITH THE CINCO DE MAYO SHANTI BOOTH ON SATURDAY AND SUNDAY, MAY 6 & 7. PLEASE CALL GEORGE SIMMONS OR MIKE FREDERICKSON TO VOLUNTEER. REMEMBER, OTHER STREETFAIRS ARE COMING UP. LESBIAN/GAY FREEDOM DAY IS JUNE 25.

THE INTERNATIONAL TRAINING FOR MEXICO CITY IS STILL SCHEDULED FOR JULY, THOUGH THERE COULD BE A DATE CHANGE. ANGEL IS COORDINATING LOGISTICS. "SHANTI DE MEJICO" HAS BEEN UNCLEAR ABOUT WHAT THEY WANT FROM US; WE HOPE TO CLEAR UP DETAILS WITH DR. FELICIANO GONZALEZ'S VISIT AT THE END OF APRIL. HE IS THEIR EXEC. DIRECTOR. GROUPS IN GUATEMALA CITY AND GUADALAJARA HAVE APPROACHED US FOR POSSIBLE TRAININGS AS WELL.

PRACTICAL SUPPORT GROUP FACILITATOR SKILL ENHANCEMENT WORKSHOP WITH GAIL WINSTON WILL BE HELD ON MAY 11, THURSDAY, FROM 6:30-9:30 AT SHANTI.

WE'VE GOTTEN GREAT FEEDBACK ON LAST FRIDAY'S RECEPTION. THANKS TO ALL WHO MADE IT A SUCCESS!
**DID YOU KNOW?**

- Our family residence plans are moving along and we have hired Nan Schlosberg to manage the new residence. Welcome aboard Nan!

- Allen Piniol has been promoted from Bookkeeper to Staff Accountant in recognition of the increased responsibilities of the Finance Department. Thanks, Allen, for your many contributions to Shanti.

- Danny and Tim have been interviewing for a temporary, part-time PS Volunteer Coordinator. Danny hopes to offer the job by Friday.

- Our own Eric Shifler will be going into Davies Hospital on Friday morning for an operation to have a kidney stone removed. He may be out about 3 weeks. Davies is on Castro between Noe and Duboce and is real easy to get to...

- Any staff members having contact with foundations or corporations should communicate with Development before substantial discussion. Rich and Don are working to strengthen our contacts so please coordinate through that office.

- Shanti's Community League Bowling Team is doing much better as the season comes to a close. We're up to 8th place out of 16 teams. The new summer league begins May 17 and Shanti will field yet another team with Joe Taro, Justin Martindale, Robin Rose and Peter Carley. However, if there are enough interested people, there is space for a second Shanti team!

- The new Family Residence Program will be announced to the public on Tuesday, April 25th, at a press conference to be held at the DPH. The announcement will be made jointly with Catholic Charities who will also be opening up a family residence unit. Congrats to Ellie for her leadership over the past 2 years in developing this critical project! Both programs are funded through a special grant which DPH received from the California State Dept. of Health Services.

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**MIKE ANNOUNCES ORIENTATION FOR SPEAKERS**

Become an active voice in educating our community about Shanti's services, sharing your experiences of how AIDS has impacted you as a staff member, PWA or volunteer, or recruiting new volunteers for our direct support services and office support service programs.

Our Speakers Bureau Orientation will be held on Saturday, May 13 from 10-2 and will cover a general overview of the agency, cross-cultural training by guest speakers from the Latino AIDS Project, Black and White Men Together and the Asian AIDS Project. You will also assess your skill level for public speaking and outreach, so you can determine which training level will be needed.

Contact Mike Frederickson for further information.

**HELPFUL HINTS TO TIGHTEN OUR SECURITY**

This is a followup on my memo of April 14 regarding maintaining confidential information. I want to be sure we secure computer system files, client and donor record information and other important file info.

An important part of this process is maintaining the confidentiality of each user's passwords. This means that staff should not share password info with other staff members. Each password is unique to each user and it should remain that way. See Benji with any questions.

Access privileges will only be given to non-staff by the Computer Department on an as-needed basis, using unique 'guest passwords' and upon approval by the supervisor concerned. Access will only be limited to the extent that a certain file or directory needs to be accessed.

This policy should be maintained due to the confidential info we have in our system. Thanks for your help and cooperation.---Eric E. Rofes

**FOR RENT:** A lovely 2 bedroom flat in Haight/Ashbury. Huge kitchen, view of garden, quiet, much Victorian detail. Available July 1st, $900/mo. Danny is moving out and his landlord will rent to anyone he refers.
Andy Bowlds HIRED TO DIRECT ELLIPSE!

Our own Andy Bowlds has been hired as Executive Director of Ellipse Peninsula AIDS Services this week. We are thrilled and delighted that one of our own will be going out to assist another part of the Bay Area in responding to AIDS. Andy has been with us for five years as a staffer and will be missed a lot. Here's a statement from Andy:

"I have accepted the position of Executive Director, Ellipse Peninsula AIDS Services this week. My last day at Shanti Project will be Friday, May 5th. On the heels of my 5th Anniversary at Shanti, I am both excited and flooded with memories.

I remember Randy Chelsey hiding my Hostess Cupcakes and not finding them till days later. Not so long ago, Bobby Reynolds and I were trying to set up the PWA Activities Program. I remember Jim Geary et al, throwing a birthday party for me in the Chapel of the Pride Center, ES trainings and the weekend I met my lover Rob, (what a crush I had on him!); the day the ceiling collapsed over Jess Randall's desk and flooded all of his files; the weekend several of us moved into 525 Howard Street (as do Peter Niland and Cody Vurgason). Those fun-filled weekends at Wildwood will always be a legacy of Shanti for me, as will my arguments and heart-to-heart chats with George Simmons and teasing Danny Castelow about his assets.

How wonderful the staff of Office Operations has been to with: Ali Marrero, Catherine Clarke, Cherese Gould and Joe Lane—we have grown so much together...
(continued in next column...)

ANDY BOWLDS' NOTE (continued)

What a full, rich experience I take with me from Shanti! I love you and celebrate all of the work, as well as the fun, we have shared in serving people with AIDS. Thanks for the memories..."

--Andy

AIDS QUARTERLY AIRS TUESDAY

The second show of the ongoing AIDS QUARTERLY series will air on Tuesday, April 25th, 10-11 p.m. on KQED TV 9. This segment will center on AIDS treatments and the future of "AIDS becoming a chronic and serious but manageable illness." Peter Jennings of ABC News will host. The first program, aired in January, received wide-spread praise. This segment will be repeated on Saturday, April 29, at 5 p.m. on KQEC TV 32.

Dr. Harvey Makadon, a key AIDS physician in Boston, good pal of Eric R.'s and a recent visitor to Shanti for the reception last Friday, will be prominently featured in this segment. See Eric to arrange autographs with Dr. Makadon.

THANK YOU...

Andy would like to thank all those staff who volunteered their assistance during Friday's Open House. You were all wonderful and helped make the event a great success:

Greeters: Holly and Ali
Minglers: Don and Danny
Servers: Peter, Alan and Angel
Tour Guides: Mike and George
Clean-Up: Catherine and Joe

DOOMSMERY / Garry Trudeau

I'M AFRAID I CAN'T REALLY GIVE YOU A PROGNOSIS. JANIE. ANDY'S SUFFERING FROM A HOST OF INFECTIONS, AND IT'S HARD TO PREDICT WHEN AND WHAT HE WILL ULTIMATELY DIE OF.

YOU CAN'T BELIEVE NOW LITTLE WE REALLY KNOW ABOUT AIDS, AND WE STILL DON'T EVEN KNOW HOW LONG THE LATENCY PERIOD IS, IT COULD BE AS MUCH AS 15 YEARS!

BACK DATING? UH, DOESN'T EVERYONE?
This Week at Shanti

NEWS ON UPCOMING MEETINGS

Emotional Support Volunteer Training takes place beginning this weekend, April 28. We're expecting about 30 people.

Staff Meeting takes place on Monday, May 1 from 3:30-5 on the first floor. Agenda includes phone procedures, dealing with grief, staff promotions within Shanti, report back from committee on conduct at staff meetings. Be there on time so we can do justice to this ambitious agenda!

Special Staff Meetings are coming up and are optional for staff members. May 9 at 3:30 on budget/restructuring issues; Monday, May 15, 3-5 on new personnel policies.

Farewell Andy Bowlds Party--not exactly a meeting, but our goodbye to our longest term staff member--on Friday, 4:30-5:30, May 5.

RECREATION PROGRAM REACHES OUT

PWARP outreach to people of color and women with AIDS is moving right along. I met recently with Miguel Ramirez and his Latino support group at SFAF. We're working on distributing events info and tickets through the group, along with exploring the possibility of a Latino PWA Wildwood Weekend.

Additionally, Tanis Dasher and I will be working on similar outreach to Black PWA's who are involved with PWA programs at Bayview-Hunter's Point. Tanis is exploring making Bayview-Hunter's Point funds available for Wildwood scholarships for Black PWA's.

I've also been working with Catherine Maier at SFAF. The women with AIDS who attend her support group are excited about two upcoming PWARP events for women: a horseback riding trip and a Sunday picnic in June. Thanks to Shanti's People of... (continued on p. 2)

APRIL BOARD MEETING ELECTS NEW MEMBER

Diane Mosbacher, M.D., a lesbian physician who has pioneered medical services for women, was elected to the Shanti Board at the April meeting.

Other business items included a report from Eric on the progress made on the Mexico City training, Board go-ahead for plans for key events in celebration of Shanti's 15th Anniversary, and a discussion of what information Board members want to receive from Shanti.

Please note that Shanti sends all Board members an info packet on Friday. Any item coming from any staff member should be in this mailing. This means: no one should send stuff separately to staff members except under unusual circumstances. See Eric R. with questions.

The Board decided to put approval of restructuring and 89-90 budget as key items on their May meeting agenda, and voted to take no stand on needle exchange at this point. The Board also discussed a Board retreat in June/July.

Please note, the meetings are open to the public and begin at 6:15. The next meeting is set for May 23.

DID YOU KNOW?

- Public Education has started a new outreach file of community-based organizations, health and other issues, and politicians/political organizations/legislation. They are interested in receiving newsletters and other correspondence which might fit in these categories. If you have something to contribute, or would like to use this exciting new resource, contact Peter at 358.

- Due to the need to nurture himself, move in, and heal his damaged back, Eric won't be attending this ES training but will choose one later in the year.
INFORMATION TO WARM YOUR HEART

Danny and Jana will both be celebrating 3 years at Shanti on April 28! Congratulations and thanks for all the support you've given PWA's and our volunteers.

- Welcome to our new Finance Director, Robbie Fabian. Robbie begins on Monday and will get his feet wet with the budget for next year. We're glad that Margaret, Maria and Allen will have the support they've needed. Thanks for your work and welcome aboard, Robbie.

- Welcome to Ann Dunn, our new half-time Practical Support Volunteer Coordinator. Ann will be working afternoons from 1-5.

- Eric Shifler is recovering from his operation on Friday. He went home on Tuesday, and should be back at his desk in about ten days.

- George Simmons did the Emotional Support Training four years ago today (4/28).

- Senior Assistant Director George Voigt celebrates 3 years at Shanti on May 3! Congratulations and thanks for all your work holding things together over the past year!

- Did you know Margaret celebrated a birthday on April 25? Happy Birthday, Margaret!

- Eric R. will be giving a talk at Stonewall Democratic Club on Tuesday, May 2 at 8 at MCC/Eureka. He recently met with leaders of the Latino AIDS Coalition at the Latino AIDS Project offices in the Mission.

RECREATION PROGRAM (continued)

Color and Women's Advisory Committees for your support and suggestions.

--Joe Lane
NEWS ON UPCOMING EVENTS

Volunteer Opportunities Orientation takes place at Shanti on Wednesday, May 10 from 7-8:30 p.m. We always need new volunteers for Speakers Bureau, Special Projects, Fundraising, Office Support, Practical and Emotional Support, Volunteer Recruitment, and our new focus on Childcare for PWA families. Invite friends to attend who might be interested in hearing from current volunteers and clients about the rewards of working with people with AIDS.

Emotional Support Training continues this weekend and is going well. The cultural issues panel was presented by volunteers of diverse ethnic backgrounds. Jana gets recognition for a job well done. The message that ES includes many approaches is being taught and support. A focus on balance between education and process is achieved.

Meeting for Support Staff will take place on Monday, May 8 from 4-4:45 in the Public Education Conference Room. The purpose is to discuss support staff positions as they relate to restructuring. Eric will be leading the meeting.

Special Staff Meeting on Tuesday, May 9 at 3:30 on budget, and restructuring issues. Yes, this is an optional meeting; opinions can also be given in writing to Eric, regarding your ideas on cost-saving measures, streamlining the agency, staffing patterns.

A Grief Circle will take place on Saturday, the 6th, from 9 a.m. to 10:45 and all staff are invited. The circle is a part of the ongoing ES volunteers' training and welcomes any and all volunteers and staff. This is an opportunity to express sadness, anger and loss as a way of releasing pent-up emotions. It is also a chance (continued on page 2)

CINCO DE MAYO CELEBRATION THIS WKEND

As the Chronicle says, "SF's Mission District will rock this weekend to the salsa beat of the vibrant and colorful Cinco de Mayo Celebration." The parade starts Saturday at 11 from Mission and 24th; from noon to 6 p.m. on Saturday and Sunday, a cultural Festival in Raza Park, 25th and Potrero, will be going on.

We still have room for additional hands at the Festival on Sunday afternoon. Volunteer Recruitment and Outreach is looking forward to the celebration and is especially pleased that Doug Holloway, president of the Board is staffing our booth, along with George Simmons, Yvonne Luquis, Joe D'arcy, Craig Barnard, Ali Marreno, Catherine Clarke, Richard Feigner (twice), Don Pharoh, Tim Teeter, Eduardo Ramirez, Mesha Irizarry and Joe Lane, as well as volunteers John Spakas, Sergio Cordova, Lani Chow, Noel Ampel and Ken Wagovich.

If you can help Sunday from 1-3, contact Mike at x321. Or, just stop by the booth at Potrero Del Sol Park newar San Bruno Avenue Potrero Street and 26th Street (we'll be by the school building) and say "Feliz Cinco de Mayo" on either Saturday or Sunday from 11 a.m. to 5 p.m.

GGBA HONORS SHANTI WITH AWARD

The Golden Gate Business Association award Shanti Project one of three Community Services Awards at its dinner last week. Attending for Shanti were Greg Day, Tanis Dasher, Rich Reidy and Eric Rofes.

The presentation was accompanied by a check for $100 from GGBA and Shanti was introduced as an organization which, despite a troubled year, kept providing strong services. Eric accepted the award on behalf of all of Shanti.
**FAMILY HOUSING PROGRAM BEGINS AT SHANTI**

Our Family Housing Program is up and going! A six member Latino family has moved into the family flat. Nan Schlosberg, the family housing coordinator, has been BUSY. The family has been working with Mano-a-Mano for several months and Shanti is excited about collaborating with Mano-a-Mano and other community agencies in making this program address community needs.

**CONDOLENCE**

Board member David Kaplan's partner Richard Brautigan died suddenly of AIDS last night. Richard was an ES volunteer from December, 1987 to September, 1988. Eric has sent a card on behalf of Shanti to David.

**DID YOU KNOW?**

- Cinco de Mayo commemorates the battle of Puebla on May 5, 1862 when a "rag-tag army" of Mexican patriots defeated Napoleon III.'s French invaders.
- Maria Dormido, beloved bookkeeper, will be leaving us on May 15th. As her first priority, she will be taking a vacation. We won't be replacing the position permanently until next month.
- We need freezer space to store "Just Desserts" for the upcoming Pastel Party, May 21. If you can stash some goodies, call Joe Lane at 311. Thanks!
- Joe Healy is preparing for the Orca Invitational Swim Meet in Seattle on July 1 and 2. This will be one of the last ones in his present age group (19-24).
- Ann Dunn has completed her first week as a volunteer coordinator in PS and—guess what?—she likes it!
- A reminder that new personnel policies drafts are available beginning Monday, May 15 from Tim.
- Please remember Mother's Day is Sunday, May 14th. Action might be needed now to ensure a happy day for someone...
- Eduardo celebrates his second anniversary at Shanti on May 11! Thanks for your good work, Eduardo.
- Hugh—over at SFGH—celebrates his birthday on May 8. Happy Birthday to Hugh! (ha-ha)
- Many people at 525 Howard Street leave their lights on when out of the building or when they go home at night. Please try to shut them off and save us some money.
- Eric S. is back in Administration on Monday morning and is recovering well!

**Upcoming Events, continued**

- to witness and support the grief of others if one does not wish to speak. The next circles will be Sunday, 6/11 at 9:30 at the PS training and Saturday, 7/15 at 9 a.m. for the ES training.
NEWS ON UPCOMING EVENTS

One Last Reminder
Saturday, May 13 from 10:00 to 2:00 is the Speakers Bureau Orientation for any staff, volunteers or clients interested in speaking about Shanti services and experiences for volunteer/client recruitment and community education and support. PG&E has graciously offered us a professional trainer and their facilities for the soon-to-be-announced training sessions. This was all arranged by our PS volunteer Bill Shelley, who works for PG&E. See Mike (x321) for more information about the Orientation and/or trainings. Even if you have been through a Speakers Bureau training or have already spoken for Shanti, this Orientation will still be helpful.

AIDS Bike-A-Thon V is being held this Saturday, May 13th. Thanks to the staff and volunteers who are riding for Shanti.

Staff Meeting will be held on Monday, May 15th at 3:00. This meeting will be to discuss the revised Personnel Policies.

The People of Color meeting scheduled for Thursday, May 4, 1989 has been moved to the following Thursday, May 11th. This was rescheduled because the Women's Advisory Committee meeting was scheduled at the same time. Any agenda items for discussion in the next meeting should be submitted to Angel R. or Kathy V.

STAFF, VOLUNTEERS & CLIENTS MEET TO DISCUSS RESTRUCTURING SHANTI PROJECT

Two key meetings took place this week focusing on budget cutbacks and restructuring at Shanti.

On Tuesday afternoon, staff met with Eric at an optional staff meeting to discuss key issues related to cutbacks. Discussion focused on creative solutions to some of our problems with finances, areas we could save money, and possible reorganization ideas. Eric assured all staff members that this budget which will be recommended to the Board on May 23rd, will be near completion next Monday and at that time he will begin meetings with staff members impacted by the cuts and changes. All impacted staff members will be informed by May 19th.

On Tuesday evening, Eric met with about 45 volunteers and clients to discuss similar issues and how potential cutbacks will impact volunteers and clients. Volunteers came up with many creative suggestions regarding ways in which Shanti could use additional volunteers and clients discussed new service needs. Many helpful suggestions came forward.

Eric is aware that these are difficult days for staff members but, by the end of the month, we will be moving into a new, more efficient structure and we will be working with a tighter, more controlled budget.

COMPUTER DEPARTMENT NEWS

A recent computer system maintenance check revealed that we have reached the critical level in terms of the maximum number of computer files which can be created in the file server. Because of this, Benjie is requesting everyone to review their files and determine which are obsolete, and then delete them. This should be completed before May 19th.

MEMORIAL SERVICE

There will be a Memorial Service for Jim Lewis (ES Volunteer) on Sunday, May 21st at 3:00. Friends of Jim will meet at Sutro Gardens - drive to the end of Geary Blvd., walk straight ahead to the Gardens overlooking the ocean and the former Sutro Baths. Contact Craig (ext 336) with any questions.
Eric R. received the following letter:

Saw your name in the Examiner tonight. So you need money, who doesn't? But you won't get much because you are so dishonest.
What do I mean dishonest?
I mean that AIDS is stated in the media like is was the flu. Oh, I have AIDS, Oh, I have the flu.
Both are caused by a virus. One can get over the flu! One can get over AIDS!
That is the dishonesty! One cannot get over AIDS!
AIDS is "Death in a Short Time"
The media and people like you never say this.
It is always upbeat and positive. Dishonest - It is so dishonest - to everyone.
The question is how much money and attention should be given to "Dead People in a Short Time"
How much money is given to incurable cancer victims? You and the media never compare AIDS death victims with incurable cancer victims.
Not much money will be given to AIDS death victims. Why should it?
The living non-AIDS people - need food, housing, transportation, jobs, homes, etc. AIDS dead need only a hospice to ease their misery before death - no hospital care. Be honest, and I might send you a little money.

THE FOLLOWING LETTER WAS WRITTEN BY ERIC ROFES TO THE EXAMINER

'No' to Forced Testing
The editorial in the Examiner, "Push for AIDS testing" (May 3) contained dangerous suggestions regarding forced HIV testing of prisoners, IV drug users and prostitutes. The rationale provided in the editorial contains a key error in thinking about the recent hopeful treatments for HIV infection.
The editorial said "early diagnosis can extend more lives and relieve suffering", which tends to be true for individuals with the education, financial resources and access to these new treatments. Unfortunately this is not usually true for prisoners, IV drug users and prostitutes.

(Rofes letter continued)
These people tend to be poor and disenfranchised and are vulnerable to having their freedom abridged.
A large percentage of the HIV-positive drug users and prisoners are also people of color, a group often excluded in parts of this country from many hopeful clinical trials. Few prisoner with AIDS are given decent treatment, so to say that we should force-test them, and then they'll have their suffering reduced, sounds like a joke to anyone who has worked with HIV-infected incarcerated people.
Finally, whether we're talking about prisoners, prostitutes, IV drug users, black people, gay men, children or sexually active adolescents, we are talking about people whose rights should not be violated because they happen to fit into socially stigmatized groups. Because theses are groups that lack social approval and lobbyin power, it is critical that AIDS activists stand with them in solidarity and say "no" to forced testing.

ERIC URGES RESPECT FOR SUPPORT STAFF

Executive Director Eric Rofes is urging Shanti staff members to be mindful of ways to show support and respect for the hard work of support staff members. As these people work very hard for Shanti under difficult situations, there are things the rest of us can do to support their efforts. He suggests:
- Do not interrupt unless truly important and then say "excuse me."
- Keep appropriate secretaries informed of your whereabouts when leaving your department area.
- Do not take things from their desks or their drawers, even if these desks are in the open areas. These are not your desks and they are not there as an "up-for-grabs" offering for the whole agency. Respect the privacy of these desks.
- Speak to support staff members as you would speak to your own supervisor: with respect, without condenscension or arrogance.
- Managers should regularly check in with support staff to monitor their level of overload and ensure that job descriptions are being respected.

Eric and Tim will be working during the restructuring to reformat job descriptions and job titles with an aim to have people doing what they should be doing. In the future, meeting of support staff will take place to provide support, information & suggestions on better ways to do things.
Freezer Space Needed for storing desserts for the upcoming Pastel Party (Sunday, May 21st). Please call Joe Lane (x 311). Thanks!!

LIFE AND LIVING WORKSHOPS for people with AIDS/ARC/HIV+ Caregivers will be held on June 2-4, September 22-24 and December 1-3. These workshops will be conducted by the staff of the Friends of Elisabeth Kubler-Ross. The registration fee is $35.00. Please see Eric Shifler if you want a registration form.

Promptness - While the Board of Directors are currently reviewing the hours in a work day here at Shanti, it is important for people to know that they are expected to work from 9:00 to 5:00 currently. This includes a half hour off for lunch and two 15 minute breaks. Staff members might combine it all and take an hour for lunch.

Eric wanted to remind people that, unless the Board changes it, this is a 7 hour workday and he feels comfortable advocating for it to remain 7 hours, acknowledging the miscellaneous other work that comes in after hours and is not compensated for, as well as the stress and demands of our jobs at an AIDS service organization. Most other agencies work 9-6 or 8-5 or 8:30 to 5:30.

However, Eric finds it a drag that many employees are regularly arriving at work after 9:00 and leaving before 5:00 and encourages staff members to plan to be at their desks on time and not wandering in later. Eric requests that all staff members take this request seriously and get to work on time and leave on time.

INFORMATION TO WARM YOUR HEART

- Eduardo Ramirez has been asked by the United States Government Information Agency in Washington, D.C. to be a member of an international panel for a conference being held in Bogata Colombia, South America at the end of May. Eduardo will be speaking about Emotional Support and Psychosocial issues. His participation will be satellite as a "Telecommunication Conference Member."

- Shanti Project will be receiving an award from Irwin Memorial Blood Bank on Tuesday, May 16th. The award is being given to us because of Shanti's consistently high donor level. Currently, Shanti has 697 units of blood available for People with AIDS. Anyone wishing more information can call George Simmons at extension 308. A special Thank You to George for the work he put into this project.

- Congratulations to George Voigt who celebrates his 3rd anniversary on May 13th.

- Congratulations to Rich Reidy who celebrates his first anniversary with Shanti on May 16th.

- Happy Birthday to Nitsa Elite whose birthday is on May 16th.

- Everyone should read this weeks Sentinel!! Shanti Project is mentioned five times.

- Congratulations to Ed Wolf. Ed's article which appeared in the Eclipse is running as the center spread in this weeks edition of the Bay Area Reporter.
SHANTI PROJECT VOLUNTEER OPPORTUNITIES

What Can I Do To Help -- This is a common question by potential volunteers. Shown below is our first ever listing of all volunteer opportunities helping People with AIDS as a Shanti Project volunteer. This listing will be distributed at our monthly orientations, tabilings, street fairs, in information packets and at speaking engagements. If some tasks or opportunities related to your department is missing, please contact Mike at extension 321.

<table>
<thead>
<tr>
<th>Shanti Project Volunteer Opportunities</th>
<th>Contact: Mike Frederickson/415-777-2273</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program</td>
<td>Description</td>
</tr>
<tr>
<td>Emotional Support</td>
<td>Peer support counselors for people living with AIDS or disabling ARC and their loved ones. Emphasis on one-to-one non-judgmental active listening.</td>
</tr>
<tr>
<td>Practical Support</td>
<td>Assist people living with AIDS or disabling ARC with such tasks as cooking, cleaning, laundry, shopping, and a variety of day-to-day living activities.</td>
</tr>
<tr>
<td>Office Support</td>
<td>Provide assistance with administrative tasks such as working switchboard, photocopying, filing, data entry, typing, mailing and other projects.</td>
</tr>
<tr>
<td>Special Projects</td>
<td>Provide assistance with benefits, fundraising, &amp; telethons; call on local businesses; grant research and writing.</td>
</tr>
<tr>
<td>Volunteer Recruitment</td>
<td>Promote agency volunteer opportunities at tablings, street fairs, orientations, and community events.</td>
</tr>
<tr>
<td>Speakers Bureau</td>
<td>Promote agency services and client and volunteer recruitment to civic, professional and community groups throughout the Bay Area.</td>
</tr>
<tr>
<td>Childcare</td>
<td>Provide scheduled or emergency childcare for AIDS affected families.</td>
</tr>
<tr>
<td>PWA Recreation Program</td>
<td>Assist with office tasks, newsletter, events coordination, and ticket distribution. PWAs especially welcome.</td>
</tr>
</tbody>
</table>

Thank you for your interest in helping People With AIDS.
NEWS OF UPCOMING EVENTS

- There will be a Managers Meeting on Thursday, May 25th from 9:00 to 11:00 in the Second Floor Conference room.

- Just a reminder - There will be a Staff Meeting on Wednesday, May 31st at 3:30 pm in the Open Area on the First Floor.

- This year's Candlelight March will be held on Sunday, May 28, 1989. The March will begin at 8:00 pm at the corners of Castro and Market streets. Please try to attend.

- The Second Annual Pastel Party will be held on Sunday, May 21st at Golden Gate Park's Bicentennial Grove (25th Ave and Lincoln St). The Party will run from 1:30 to 5:00. Please contact Joe Lane (x311) if you have questions.

- The Community Participant Training will take place on June 16, 17 and 18, 1989. For the first time, we will be incorporating American Sign Language into the training. We have 5 signing participants from the hearing impaired community. Please contact Jana (x327) if you have questions.

- The People of Color Advisory Committee Meeting will be held on May 25, 1989 in the Second Floor Conference Room. Agenda items should be submitted to Angel (x332) by May 24th. Please advise the Committee Chair if you are unable to attend.

- The National Council on Alcoholism is sponsoring a two part seminar on "ACA In The Workplace". Seminar times are June 1st and June 8th. The time is 12 to 2:00 pm, the fee is $25 for both sessions. If you have questions please call 861-4000.

- HIV Treatment Awareness Week is June 22 - 25. As you remember, staff received a brochure regarding the various sessions running during this week. However, if you have questions, please contact Mr. Michael S. Cullen at 955-2666.

STAFF REORGANIZATION

The staff reorganization will be announced at a special staff meeting on Wednesday, May 24th at 9:00 am. All individuals who are directly affected by the reorganization will be informed before the meeting.

The following items will be discussed at both the staff meeting and also at the Press Conference being held at 10:30 am on the same day: Streamlining of agency structure, focusing on direct services and clarification of support staff positions.

ERIC ATTENDS MEETING WITH BRITISH LORDS AND LADIES

On May 11 th, Executive Director Eric Rofes attended a meeting with the House of Commons Select Committee on Social Services. These are comparable to Congresspeople in the U.S. serving on the Health Committee. They were visiting SF to learn about the "SF Model of AIDS Service Delivery". The meeting was organized by David Werdeger, MD head of the Health Department.

Discussion focused on how to provide services to HIV infected people. Eric raised concerns about the repression Clause #28, which was passed last year and which forbids the government from funding any efforts in any area (AIDS included) supported by the gay community. This caused some lively discussion. Eric did not attend the special tea later that evening.

DID YOU KNOW?

- The deadline for all copy submissions for the Summer Eclipse is Monday, May 22 at 5:00 pm. All managers and program coordinators should submit information about upcoming events, special program changes, and their assigned feature stories to Greg Day. Please contact Greg if you need additional information about changes in the size and format of the Eclipse.
Ron Henderson will be leaving Shanti Project. He has accepted a career position with the AIDS Health Project as an Administrative Analyst and will be leading AIDS trainings throughout the state.

Rita Silverberg has resigned her position as Staff Counselor, and has accepted a position with Hospice. Rita will be doing counseling with cancer patients at San Francisco General Hospital.

Our very own Mica Salort is working in Finance to help us out until we hire a replacement for Maria Dormido who resigned on May 15th.

Aloha to Brian Smith who is leaving next week for a month in Hawaii.

Shanti Project welcomes Anne Osbaldeston, an intern from Santa Cruz State University. Anne will be working in the office doing intakes and researching the psychosocial issues of children affected by AIDS. Anne recently completed the Emotional Support Training.

Adelaida has returned from 3 weeks in L.A. Welcome back!!!

Thanks to all staff who reviewed and gave feedback on the draft Personnel Policies. They will go to the full Board for approval in June.

Congratulations to Iris Landsberg who celebrates her 2 year anniversary with Shanti Project on May 28th.

Congratulations to Sandra Matsuka who celebrates her 1 year anniversary with Shanti Project on May 23rd.

For your information, the law suit filed against Shanti by journalist Charles Linegarer has been dropped. Thanks to Board Treasurer George Tuttle and his firm for their support on this.

Coat-Checks Needed -- The Rawhide II will contribute ALL coat-check proceeds to Shanti Project on Friday and Saturday nights if we can supply a volunteer coat-check for the evening. Please call Kathy (x359) if you would be willing to volunteer one evening anytime over the next few months.

The American Sign Language Class is going well. The Class meets every Tuesday evening from 7:00 to 9:00. If you know of any volunteers or if you would like to take the class please contact Ali (x301).

The Care Givers Project - Beginning April 3, 1989, consulting support is available by telephone at no charge four hours a day on Monday through Friday evenings for professional and volunteer caregivers. The Call-In is based on a business consulting model successfully employed for more than ten years. It allows caregivers, guided by a telephone consultant, to use the upsets and problems that arise in the course of normal daily work or volunteer service as an opportunity to rethink and reorganize the way they go about providing care. The Call-In number is 882-2411.
The article below appeared in a recent edition of the Chronicle. The authors Richard Miller, a psychologist, and Angela Brown Miller, a social worker, welcome questions and comments. Write to them care of the Briefing Section of the Chronicle.

How to Identify Dysfunction

BY ANGELA B. MILLER AND RICHARD MILLER
Special to The Chronicle

My teenager announced yesterday that we are a dysfunctional family. My wife and I have steady jobs. We rent a decent apartment and while we have little extra money, everyone is always well fed and clothed. Are we in trouble without knowing it? What should we look for?

There are two significant dysfunctional situations. Closed rules and role rigidity. Remember that neither pattern alone is an indicator that your family is dysfunctional.

Dysfunctional situations can build into dysfunctional families. Rather than decide whether or not you are a dysfunctional family right now, see if you can identify any dysfunctional situations that you get yourselves into.

Closed Rules: All families have rules that they live by. Open rules are talked about and closed rules are never mentioned. A family may have an open rule that no one goes in the folks’ bedroom without knocking.

Another open rule may be that no one goes in mom’s purse.

A family may have a closed, never-to-be-discussed rule regarding talk about dad’s drinking, mom’s tranquilizers, dad’s business problems, grandma’s sexual affairs.

Another closed rule may be never to say anything to get dad angry. When you have a topic he might not like, always talk to mom first and let her talk to dad when he is in a good mood.

A situation in which there are closed rules is a dysfunctional situation. It can lead to constricted communication. It can stop family members from growing.

Role Rigidity: Here is a description of three roles that family members often take. While rarely is anyone 100 percent role rigid, if you look carefully you will find the role you play most often.

Agreers or Placators: No matter what they think or feel, they put the other individuals first and themselves second. They rarely voice an opinion of their own, and they seem so easy to get along with, for they always agree. Their typical statement is “anything you want dear”. They avoid anything that will lead to conflict or upset anyone.

Disagreeers or Blamers: They put themselves first and, when there is any problem, they blame the other person. Blamers point the finger, starting sentences with “you always or you never,” and their message is “you are sick, bad, crazy or stupid.”

Topic Changers: These people neither put themselves or others first. They have given up hope of real communication and contact and they change the topic unless things are kept light. They divert attention in ways ranging from subtle use of body language to knocking something over “accidently.”

Chronic Dysfunction

Symptoms of ongoing chronic dysfunction may show themselves in one or more ways in one or more family members: Symptoms may be physical (chronic muscle tension, headaches, stomach aches), emotional (a narrow range or disturbed form of self expression, depression), or behavioral (poor performance or being overly competitive, or addiction, criminal behavior or other “anti” social behaviors).

How to Improve

Get together with your family and talk about:

All the closed rules you can identify.

Which role each of you is known for.

What happens when you each attempt to switch roles.

Discussing rules, openly and loosening role rigidity will help take you on the road to functional communication and away from chronic dysfunction.
This Week at Shanti
A WEEKLY NEWSLETTER ESPECIALLY FOR STAFF
VOLUME I NUMBER 7 May 27 - June 2

NEWS OF UPCOMING EVENTS

This year's Candlelight March will be held on Sunday, May 28, 1989. The March will begin at 8:00 pm at the corners of Castro and Market streets.

The People of Color Advisory Committee will meet on Thursday, June 1st from 12:00 to 2:00 pm. Please advise Angel or Kathy if you cannot attend.

The Staff Meeting will be held on Wednesday, May 31st from 3:30 to 5:00. The agenda will include job descriptions, Freedom Day contingent and review of telephones.

There will be a party honoring George Voigt, who will be leaving Shanti Project. The gathering will be on Wednesday, May 31st, beginning at 5:00 pm.

Women Who Laugh Too Much (and the Men Who Crack Them Up) is having its second benefit performance for Shanti this Friday, May 26th at 8:30 pm at Lipp's, 201 9th St. @ Howard. Admission for Shanti staff is free. A donation is suggested for guests. If you have questions or need information please call Kathy (x359)

Eric Rofes Announces Reorganization of Shanti

The Executive Director announced plans to streamline the organization, focus on direct client services and expand fundraising activities in the upcoming fiscal year.

Highlights of the reorganization include:

- elimination of an entire level of senior administration between the Executive Director and the Programs
- a 27.5% reduction in administrative staff members (from 27.5 to 20 FTE)
- a 6% reduction in client services paid staff members (from 39.35 to 36.95 FTE), with plans to utilize volunteers more broadly in service provisions
- elimination of the Public Education Department
- emphasis on support and retention of volunteers with the creation of two Volunteer Resource Developers to recruit and nurture volunteers.

The Shanti Project streamlining comes at a point when the San Francisco AIDS model is undergoing stress and critical re-evaluation due to factors including: an increasing competition of financial resources; continually increasing numbers of new diagnoses; unknown numbers of PWAs moving to San Francisco; PWAs living longer; and, cumulative grief overload.

Summary of Board of Director Meeting

- Many of the Mission Statements of the committees are now in final draft. They will be presented to the full Board over the next several months.
- The Medical Issues Committee has been eliminated. This was partly done because the Board feels that they can tap into the many medical organizations and people in the community when there is a need for the full Board to make policies on medical issues.

DID YOU KNOW?

- Eric Rofes and Jana Rickerson will be attending the International AIDS Conference in Montreal from June 4-9. Eric will also attend a preconference meeting of 60 Community Based Organizations from around the world.

- Just a reminder. Please do not interrupt large copy projects in process on the second floor copier. If you have an emergency, please see the staff person supervising the project, not the volunteer working the copier.
DID YOU KNOW? (continued)

- Lyon-Martin Women's Health Services celebrates its 10 Year Anniversary this year. There will be a show at Great American Music Hall on Wednesday, June 14th at 7:30. The cost is $16. The featured entertainment will be Alice Walker, Linda Tillery and her band Deidre McCalla, JoAnn Loulan Master of Ceremonies and other special guests. Call 885-0750 for information.

Lyon-Martin Women's Health Services is San Francisco's only not for profit general medical facility devoted solely to the health care needs of women.

- Shanti Project has lots of tickets for the Grateful Dead/Tracy Chapman concert at the Oakland Coliseum on Saturday, May 27th @ 3:00. Contact Joe (x311) or the Receptionist for details.

- The PWA Activities Program is planning a trip to Disneyland for Saturday, September 16 - Monday September 18. The price is right!! (from $187.50 for airfare, lodging, transportation, and Disneyland ticket). Contact Joe (311) for details.

INFORMATION TO WARM YOUR HEART

- Happy Belated Birthday to Michael Pozar who celebrated his birthday on Wednesday.

- Belated Birthday Wishes also go to Monica (4/29) and Mike Frederickson (3/13).

SUMMARY OF BOARD MEETING (continued)

- Various members of the Board of Directors will be attending at dinner at Centro Familiar de la Raza on June 29th.

- A Resolution was passed by the Board honoring George S. Voigt for his many contributions to Shanti Project.

- All discussion regarding the reorganization of Shanti Project was done in Executive Session.

- A copy of the Board Meeting Minutes will be posted in the Lounge later this month.

OPEN POSITIONS AT SHANTI PROJECT

Tim will have met with all department managers about open jobs by the end of the week. He will also be meeting - by the middle of next week - with everyone on staff who has been affected by the reorganization. On Tuesday, brief descriptions of all open positions will be distributed to staff. The process for applying for jobs, and the interview timeframes will also be in that memo. The Project's goal is to have all open positions filled by June 15th, except for a few positions in departments where the manager will be on vacation in early June.

Below is a list of positions Shanti will be recruiting to fill:

- Executive Assistant, Administration
- Bookkeeper, Finance
- Office Operations Assistant, Operations
- Administrative Assistant, Development
- Volunteer Coordinator, Practical Support
- Volunteer Resource Developer (2 positions) Practical Support
- Van Driver, Practical Support
- Volunteer Coordinator (50%) Emotional Support
- Secretary, Emotional Support
- Staff Counselor (70%) SFGH
The following was written by one of Shanti's clients... I'm sure it will warm your hearts!!

May 22, 1989

The Shanti Project
525 Howard Street
San Francisco, CA 94105

I've been a PWA for 15 months and a Shanti client for about the same. I have a lot of respect for Shanti and what it does. But more so, I respect the people who 'are' Shanti -- because that's what Shanti really is -- people.

The people of Shanti are very impressive. The generosity and love shines through everything Shanti related. Care, concern and compassion are abundant when there is a Shanti function -- and that is attributed to the people behind the Shanti name.

Yesterday I attended the PWA Pastel Party -- what a nice time I had. I didn't know many people other than my volunteer, but I was truly impressed with the unity I felt. To see so many out in the sun enjoying life -- what a treat. Days like today and events like this make me happy I'm still alive and well.

I don't participate often with Shanti functions -- I'm what you'd call a 'closet client' -- but when I do, I'm reminded how beautiful people can be.

To the people of Shanti -- employees and volunteers, people with AIDS and ARC, parents and family, lovers and friends -- you truly define the meaning of 'love.'

With warmest regards,

P.S. I know the enclosed isn't a lot, but I'm sure you'll understand that I, just like the rest of us, really can't afford much more. But I felt I wanted to give 'something' back -- at least to pay for the chicken I ate at the picnic.
The following letter was written by Holly Smith to the B.A.R. in response to their recent article on Shanti's restructuring.

May 25, 1989

Brett Averill
Editor In Chief
B.A.R.
395 Ninth Street
San Francisco, CA 94103-3831

Dear Brett:

I feel misunderstood and want to clarify my discussion with you about Shanti Project's streamlining and reorganization (B.A.R. 5-25-89, page 19).

I did say Shanti Project is an AIDS direct service organization. We serve people living with AIDS (as well as their loved ones) in San Francisco. That does mean ALL people living with AIDS, gay, straight, bisexual, non-sexual. In San Francisco, gay/bisexual men represent over 96% of the diagnoses to date, 82% of them are white men, with close to 1000 gay/bisexual men of color having been reported as diagnosed with AIDS.

I did say that following this streamlining and staffing cut back, the agency, under Eric Rofes' leadership, will spend the next several months assessing how we can become a truly multicultural organization in order to be sensitive to the needs of all people living with AIDS.

I did say that Shanti Project is a 15-year organization originally founded by Dr. Charles Garfield to provide volunteer-based emotional support services for people living with all types of life threatening illnesses. Shanti began serving PWA's in 1981; we have been an exclusive AIDS support agency since 1984.

I would never associate myself, personally or professionally, with an agency which discounted or denied AIDS service focus to the gay community. I am proud to have been a part of the thousands of gay and lesbian people who have made Shanti Project the organization it is.

Shanti Project is an AIDS direct service agency firmly and proudly committed to the gay community. Striving to become a multicultural project does not dilute that commitment, it makes it even stronger as we help the entire AIDS affected community live with dignity, quality, and choice.

Sincerely,

[Signature]

Holly Smith
Media Relations Coordinator
NEWS OF UPCOMING EVENTS

- SHANTI HOSTS CONFAB ON S.F. MODEL

On Wednesday, June 14th, Shanti Project will host a meeting of 50 key AIDS service providers and policy makers focused on examining the so-called "San Francisco Model" of AIDS service delivery. The meeting was initiated by Eric R. and organized with the assistance of Bob Munk and AIDS Service Providers of the Bay Area.

The meeting was called to provide people with a day-long seminar in which to analyze the strengths and weaknesses of this model and to examine particular problematic aspects of its usage: whether this model is useful with AIDS moving away from a short-term life expectancy and into a long-term chronic infection.

The meeting will take place from 9:00 - 4:00 at Shanti Project and will use the main meeting area downstairs, as well as the conference rooms on the first and second floors. Shanti staff members may certainly listen to the presentation sections. If you are interested in attending the entire session, please notify Eric R. in advance so arrangements can be made.

Staff members' assistance in accommodating the meeting will be much appreciated.

- Volunteer, staff and board Wildwood Retreat weekend starts today. The weather should be great. Have a wonderful time!

INFORMATION TO WARM YOU HEART

- Peter Carley and Yvonne Luqis drove the Shanti vans during the Candlelight March, assisting the People with AIDS San Francisco Contingent with transportation. Thanks for a job well done!

CITY CONTRACT PROPOSAL

Over the past three weeks, the program directors, Development and Finance departments have been writing, researching and reviewing the 1989-90 City Contract Proposal. The proposal forms the basis for our program activities for the year, and helps to identify and plan for the future needs of Shanti clients.

The major funding of the Emotional Support, Practical Support, Residence and SFGH Counseling programs comes from our City Contract. This year, Shanti will receive a 3% increase in funding for these four programs, as well as a new contract through a special State grant for the Family Residence. The funding totals $1.25 million, or about 40% of our total budget.

We are seeing some significant changes in the people with AIDS population in San Francisco. Almost 20% of people currently living with AIDS in San Francisco are people of color: 8% black/African American, 9% Latino, 2% Asian/Pacific Islander and less than 1% Native American. There are also increasing numbers of women and families who will require help from Shanti's support services. The program plans written for the City Proposal adapt our services to meet the needs of all people with AIDS and their loved ones who present themselves for services.

The City is also requesting added information to monitor the contract, including transmission category of clients, race/ethnicity breakdowns of volunteers, number of new volunteers peer training, and length of the programs' respective waiting lists.

Kudos to Robbie and the Finance staff for preparing the budget and statistical documents for the contract. A special thank you to Paul Zak who has had the unfortunate task of typing and formatting the document. The first draft will be turned in on June 1st.
CANDLELIGHT MARCH

Nearly 16,000 people attended this year's Candlelight March. This was the second largest March. The largest being the first March.

The March started at Castro and Market streets moved down Market Street to City Hall, where speakers urged intensified research into a cure and more education to all populations. There were emotional moments for people in the crowd, as names of loved ones who have died were called out during a grieving ceremony.

It was noted by March organizers that participants in this year's March included a larger number of minorities and non-gays than in previous years.

DID YOU KNOW?

- The world acclaimed Kirov Ballet from Leningrad will be performing a benefit performance of Sleeping Beauty for Shanti, the AIDS Emergency Fund, Project Open Hand, and other AIDS service organizations. The performance will be held on August 10th at the Opera House beginning at 8:00 p.m. Ticket prices range from $30 for side balcony seats to $500 for preferred boxes with a special after performance dinner. No comp tickets will be available, however, Development will be asking that tickets be purchased for PWAs. For additional information contact Kathy (x359) or call 821-6116.

- The week of June 5th will be Recruitment Week. Some of the positions, however, will be not be filled until the following week because department managers will be out of the office during that week.

INFORMATION TO WARM YOUR HEART (continued)

- Congratulations to Carol Kleinmaier who celebrates her Third Anniversary at Shanti Project on June 10th.

- Welcome to Angelo Mitchner the newly hired Director of Operations. When you see Angelo please introduce yourself.

- Congratulations to Joseph Taro who has won Best Supporting Actor/Musical Award for his performance in Little Shop of Horrors. Joe performed as the sadistic dentist. Eight other people were nominated for this award. The performance was at Citi Arts Theatre in Concord. Winning this award makes Joe eligible for an award called "Shellie Award" as Best Supporting Actor/Musical. The competition for this award is chosen from 20 theatres in Contra Costa County.

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- The week of June 5th will be Recruitment Week. Some of the positions, however, will be not be filled until the following week because department managers will be out of the office during that week.
The following letter was received by Holly Smith from the National Association of People with AIDS:

NAPWA
The National Association of People with AIDS

Dear Friend:

The National AIDS Commission is now being formed. To date no publicly identified person with AIDS or HIV has been offered membership on the commission. More than anyone else in America or any of the groups who have been involved in mounting the response to AIDS, people living with HIV and AIDS have the greatest investment in the outcome of the commission's work.

To that end, we urgently need your help.

The National Association of People With AIDS (NAPWA) and its executive director, Mike Merdian, has been attempting to rectify the unconscionable exclusion of a person with HIV from The National AIDS Commission. We liken a commission on AIDS without a directly affected spokesperson to a minority affairs task force with only white members.

The National Association of People With AIDS has endorsed Belinda Mason [NAPWA's current president] as an appropriate appointee to the commission. Please write a letter urging President Bush to appoint Belinda Mason to the commission.

The letter should emphasize that as a resident of rural Indiana, Belinda brings a unique and so far, overlooked, perspective to the national dialogue. As a woman and mother of two young children, she can address the concerns American families have about AIDS. As the founder of the first coalition for People With HIV disease in Kentucky and Southern Indiana, she has been publicly active in raising awareness about the reality of HIV disease as a chronic manageable illness.

She has also been active in the fight for the human rights of all people living with HIV infection, regardless of their lifestyles. Please send a letter immediately in support of the nomination to: NAPWA P.O. Box 18345 Washington, D.C. 20036

NAPWA is collecting the letters to deliver in bulk to the White House.

Write "Dear Mr. President" and direct your remarks to the president, but mail the letter to the above address as soon as possible. We would also ask that you ask your friends and associates to send a letter.

It is an urgent time for people living with AIDS and we desperately need your assistance. Please respond as soon as possible. -- Time is critical.

Thank you for your help,

Midheal Merdian
Executive Director NAPWA

Belinda Mason
President NAPWA

Toll Free: 1-800-338-2437
Fax #: (202) 429-0404
This Week at Shanti

WEEKLY NEWSLETTER ESPECIALLY FOR STAFF
VOLUME I NUMBER 9 JUNE 10-16

NEWS OF UPCOMING EVENTS

- The San Francisco Model Meeting will be held on Wednesday, June 14th from 9:00am to 4:00pm in the First Floor Open Area and in available Conference Rooms. There will also be a Press Conference at 4:00pm following the meeting.

- People of Color Committee is meeting on Thursday, June 15 from 12:00 to 2pm in the Second Floor Conference room. All people of color on staff are invited to attend. The agenda will include a meeting with Eric Rofes to discuss the direction and goals of the Committee, the statement of purpose, subcommittees, and other issues. We encourage your participation. Please let Kathy or Ali know if you are planning to come.

DID YOU KNOW?

- The deadline for registration for the HIV TREATMENT WEEK seminars is Monday, June 12. Please have your forms to Eric S. Remember to specify whether you are planning to attend Thursday or Friday, or both.

- Anyone wishing to sign-up for the Shanti Booth at the Freedom Day Parade should do so soon!! We have all times available (including setup and breakdown). Sign-up sheets are located outside of Mike Frederickson's office.

INFORMATION TO WARM YOUR HEART

- Congratulations to Shanti's bowling team who won all four of their games last night. Kudos to Robin Rose who's high score was 220 and also to Justin Martindale who had a high score of 219. YEAH TEAM!!

THE WIZARD OF OZ - June 28 - JULY 2

The scarecrow got his brains, the lion got his courage, the tin man got his heart, Dorothy got to go home -- and now Shanti will get the money!! All we have to do is supply him with at least 42 volunteers for the Oakland Coliseum shows from June 28th to July 2nd.

All volunteers have to do is collect ticket stubs during intermission and at the end of the performance. It's easy -- plus volunteers will get to see the show for FREE and Shanti will receive $3.00 for every ticket stub received. A possibility of more than $30,000.

To advertise the benefit show, volunteers are also needed to hand out flyers in the Castro beginning June 21st. Please contact Kathy (x359) for more information.

There will also be a FREE show for staff members and volunteers at the Cow Place this Wednesday, June 14th at 7:30 p.m. Please see Kathy for ticket vouchers.

RECRUITMENT UPDATE ON OPEN POSITIONS

We're not finished filling all of our open positions yet, however, here is a list of those we have filled:

Volunteer Coordinator PS - Michael Pozar
Vol. Resource Developer - Mike Frederickson
Van Driver/Maint. Specialist - Peter Carley
Executive Assistant - Peter Niland
Operations Assistant - Cherese Gould
Bookkeeper/Assistant - Kathy Vaquilar

Congratulations to all!!

Below is a list of those positions we will be working to fill next week:

Volunteer Resource Developer
Staff Counselor, SFGH
Maintenance Specialist
Secretary, Development
Administrative Assistant, Development
Volunteer Coordinator ES
Secretary, ES/PS
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Make your plans today! See Tim Teeter for the memo (if you haven't received one) which explains procedures. We'll evaluate this after our three month experiment and see if we want to continue it or do it annually.

Thank for your help with this.

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City, State, Zip: ____________________________

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Location Photograph Taken: ____________________________

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Job Descriptions. Work on this project will begin next week. Tim will be distributing information to each department to begin the process.

JANA RICKERSON ON THE MONTREAL CONFERENCE

When I think of the Montreal Conference, the following words come to mind: OVERWHELMING, EXCITING, OVER CROWDED and an INFLUENTIAL EXPERIENCE OF A LIFETIME. I have asked myself continually what I got from the conference. Its greatest gift was exposing my "tunnel vision" of the AIDS epidemic. It was truly amazing. I realized how I get caught up in the day in and day out events of my desk and telephone. It almost seemed that AIDS existed nowhere else in the world but here in San Francisco and at Shanti. We are quite fortunate here. There is no other city or country in the world that provides the type of service we do as a city. Emotional Support seemed to be a luxury to those service providers I spoke with from all over the world. Most countries are trying to catch up with treatments that we may take for granted here. Did you know that people in Africa are still getting AIDS from blood transfusions? They cannot afford to purchase blood screening materials needed to protect their blood supply. In many of the developing nations the main concern seemed to be with everyday survival (i.e., where is the next meal coming form?). AIDS in many of these countries is secondary.

Information-wise I learned many things about seropositive surveillance, prostitution, IVDU's, crack, sexually transmitted diseases, youth, AIDS in South America, women, people of color, and global AIDS. There were many heated sessions around ethics (i.e., should an HIV+ women be allowed to have children?). Politics and economics were flying all over the convention center. The most consistent struggle throughout seemed to be around scientific data/research vs. human/emotional concerns.

All in all I am extremely grateful for having had the opportunity to attend the 5th International AIDS Conference. I'd like to sincerely thank the Emotional Support Department for their support in my attendance of the conference and for covering my puppies while I was away. There is no other organization in the world like Shanti. That was clear. Hopefully next year we can have a strong presence at the 6th International AIDS Conference to be held in San Francisco.
DID YOU KNOW? (continued)

- Mano-A-Mano Project, which provides AIDS education, case management and counseling to Latino PWA's, their families and significant others is having an Open House this Friday, June 16 from 10:00 am to 3:00 pm at 3490 29th Street (at Mission). There will be a program of activities throughout the day. Call 647-6672 for information. That evening, a reception follows from 6:00 - 8:00 at the Mission Cultural Center at 2868 Mission Street.

- The Department of Public Health will be hosting another in a series of monthly AIDS grand rounds on the epidemiologic, clinical, and public health aspects of the AIDS epidemic in San Francisco.

The meeting this month will be a special two-hour session on Wednesday, June 28 3:00 to 5:00 pm at 101 Grove Street in Room 300.

The program on June 28 will feature speakers from the University of California, Berkeley, and the San Francisco Department of Public Health who will review data presented at the 5th International Conference on AIDS held in Montreal.

- ACT UP/San Francisco has 3 demonstrations planned for the next week. Call the ACT UP events line for further information. The demonstrations planned are:
  1) Saturday, June 17, 12 noon USCF Medical Center, 505 Parnassus. Protesting placebo trials on HIV+ babies.
  2) Wednesday, June 21, 2:00 pm Old Federal Building (50 UN Plaza) Pressuring for compassionate use of Foscarnet for CMV Retinitis.
  3) Friday, June 23, 12 noon, INS 630 Sansome. Protesting INS restrictions on travel, immigration for HIV+ individuals.

CONFAB MEETING ON SF MODEL

More than 50 representatives from over 40 community based AIDS service organizations met at Shanti on Wednesday, June 14th to review the San Francisco community based response, assess strengths and weaknesses of our response, and to develop an action plan for the future.

Participants called the meeting both exhausting and exhilarating! The general consensus was that more collaborative work needs to be done.

There was clear agreement that the SF AIDS response "model" as we know it must change so that we can meet the needs of the 1990's. We have to increase resources, increase coordination, improve advocacy, and ensure access to services for all AIDS affected populations.

The exciting part of what lies ahead is that mind set shift occurred at the meeting. The representatives present felt a sense of recommitment to the self empowerment of the early 1980's, when SF started envisioning what needed to be done...and then didn't wait...people and organizations just did it!!

Eric Rofes made a fabulous summation comment at the press briefing following the meeting which captured this sense of excitement: "Community based providers have to be the planning process for the future, not just part of the process. When we look at the future it must not be from a mind set of scarcity, but from a place of dreams and wisdom to do whatever is needed. We can't wait for someone else to do this for us. We must collaborate and make changes as a collective group of AIDS service providers".

Task forces were created to work on human resources, finance and health care access. The large group will reconvene in September to continue this collaborative change process. Kudos and thanks for all involved and to the patience of all Shanti volunteers, clients and staff for enduring the meeting.

SHANTI BEGINS SUMMER EXPERIMENT

Beginning July 1st and lasting through the month of September, Shanti staff members have been invited to participate in a program of taking unpaid leave time. The purpose of this is to save the project some money and to give people some extra summer time off.
SHANTI GEARS UP FOR FREEDOM DAY

Strong support for Shanti's contingent in Lesbian and Gay Freedom Day has been coming in. In order to make sure our involvement is strong, we want to remind you of the following items.

- Meeting to Make Placards - Tuesday, June 20, from 7:00 - 9:00 to construct placards and go over parade plans.

- Parade T-Shirts - are in and are available through either George (x307) or Mike F. (x321). Please fill out an order form before calling, so that this takes as little of their work time as possible. Please pay as much as you can, from $0 - $20. Your donation will go toward financing the t-shirts, banners, placards, parade registration, etc. Thanks!! See you at the parade!!

- March with us! Our contingent will be lining up at 18th Street near Castro. Please try and be there as close to 9:15 as possible.

Executive Director Eric Rofes said, "I want to make sure that people know that they can join us wearing whatever clothing they like. We are attempting to encourage a unified look for the contingent and are therefore stressing the t-shirt and the jeans, but all are welcome to participate."

Shanti vans will be available to assist people who cannot walk the parade route. Thanks to Joe Lane for being the major force behind this contingent and for all those at Shanti who are helping make this a success.

We still need volunteers, staff and clients for the Shanti Booth at the parade. Join the gang in helping spread the word about Shanti services for people with AIDS! Contact Mike (x321) to sign-up.

INFORMATION TO WARM YOUR HEART

- Thanks to Scott Love and Craig Barnard for facilitating the recent practical support training. Special thanks to Richard Feignier who facilitated the "Letting Go Of Grief" section of the training.

- Danny Castelow will be on vacation from June 19 - July 5. (No! This will not be his yearly trek to Amsterdam, that's in October!)

SHANTI BEGINS SUMMER EXPERIMENT (continued)

We need people to think about taking time off -- a week, working only 4 days a week, several weeks -- and discussing it with your department manager to ensure that we can afford to let you leave for this period of time. All time off must be approved by the department manager, but all department managers are urged to develop plans to maximize personnel taking time off.

Make your plans today! See Tim Teeter for the memo (if you haven't received one) which explains procedures. We'll evaluate this after our three month experiment and see if we want to continue it or do it annually.

Thank for your help with this.

SHANTI HONORED FOR MARKETING CAMPAIGN

On Thursday, June 8, Shanti Project received a special award from the American Marketing Association for its 1988 Campaign focused on attracting volunteers. Young and Rubicam/San Francisco designed the "It's That Simple and That Important" campaign which included television and print media advertising (the vacuum cleaner ad, for example).

Executive Director Eric Rofes was on the East Coast at the Montreal International AIDS Conference, so he hopped down to New York City, where he met Milinder Mettler and Carla Hardoway from Young and Rubicam to accept the "Silver Effie" for Public Service. A lovely dinner at the Marriot Marquis Hotel included lots of tasty appetizers.

This award was part of the 21st Annual Effie Awards, presented each year by the American Marketing Association/New York to advertising agencies and their clients in recognition of those campaigns judged most effective.

"Greg Day, who directed this project for Shanti deserves credit for masterminding the project", said Eric Rofes. "His ability to pull together the non-profit and private sector to increase volunteers for Shanti was the driving energy behind this campaign."
Shanti has received the following announcement regarding a contest titled, "The Art of Caring", the entry blank can be found on page 5 of This Week At Shanti.

**THE ART OF CARING**

Caring Institute is proud to announce the second annual Art of Caring Photography Contest. Open to both amateur and professional photographers, this contest seeks to collect and publicize honest, convincing images that speak to the heart and convey the value of caring. Photos will be reviewed by a distinguished panel of judges headed by photographer Yousef Karsh, actress Susan Sullivan, and the Honorable Claude Pepper.

Photos will be reproduced in publications of the Caring Institute, Caring People, and Caring Magazine. The winning entries will be rewarded with cash prizes of $500 (first place), $250 (second place) and $100 (third place). Contestants may submit more than one entry. There is no entry fee but each submission must include a completed entry form. All entries must be received by Monday, July 24, 1989.
THE ART OF CARING CONTEST RULES

1. Each contestant must submit a completed entry blank with each photograph. Contestants may submit more than one entry. An entry blank is included below. A photocopy or facsimile is acceptable.

2. Photographs, either in color or black and white, must be in the form of prints measuring 8"x10". Affix your entry form to the back of your unmounted 8"x10" print.

3. Caring Institute does not assume any responsibility for any entry submitted. Photographs submitted for the contest become the property of Caring Institute and cannot be returned.

4. By submitting a photograph and entry blank, winning contestants grant Caring Institute the right to publish, promote and exhibit such photograph and the name of the photographer.

5. Each photograph must be the original work of the contestant and must not have been previously published in any medium nor have had any rights in the photograph assigned to any other person or entity.

6. This contest is not open to employees of the Caring Institute or to any members of their immediate families.

7. All photographs and required entry blanks must be received at the following address on or before July 24, 1989:

   The Art of Caring
   Caring Institute
   519 C Street, NE
   Washington, DC 20002

8. All entries must be accompanied by model releases of recognizable subjects signed by the person(s) appearing in the photograph.

9. Winners will be notified by mail.

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**ENTRY BLANK**

Name: ________________________________

Address: ________________________________

City, State, Zip: ________________________________

Phone Number: ________________________________

Location Photograph Taken: ________________________________

Other Comments/Explanation: ________________________________

**Entrant's Statement:** I hereby certify that I have read and understand the rules of the Art of Caring Photography Contest. The enclosed 8"x10" photograph is my original work. It has not been published previously, nor have any rights in it been assigned to any other person or entity. In consideration of my participation as an entrant in the contest, I grant the Caring Institute the right to publish the enclosed photograph and use my name in any other promotion or exhibition.

Signature ________________________________ Date ________________________________

_Caring Institute is supported by the Foundation for Hospice and Homecare_
NEWS OF UPCOMING EVENTS

- The Board of Directors Meeting will be held on Tuesday, June 27 at Shanti Project. The agenda items are:
  - Approval of previous minutes.
  - Committee Reports
  - Administration Report
  - Board Retreat (rescheduling)
  - Staff/Board Holiday Party (date)
  - Executive Session

The minutes from last month's Board Meeting are posted in the Lounge.

- The Monthly Managers Meeting will be held on Thursday, June 29 in the Second Floor Conference Room. The agenda items include:
  - External Committees
  - Management Development Schedule
  - Fallout of Restructuring
  - Monthly mailings to Community Based Organizations
  - Temporary Employees
  - Job Descriptions
  - Management Retreat

- The next Staff Meeting will be held on Thursday, July 6 in the open area on the First Floor. An agenda will be forthcoming.

- The People of Color Advisory Committee is meeting on Monday, June 26 from 4:00 to 5:00 in the Second Floor Conference Room. Please let Ali or Kathy (x339) know if you plan to attend.

DID YOU KNOW?

- We still need volunteers to collect ticket stubs at the Oakland Coliseum's performances of The Wizard of Oz on June 28 to July 2. We are especially shorthanded on Saturday and Sunday (July 1 & 2), afternoon and evening performances. Please call Myron (x359) in Development if you can help. (You will also get to see the performance FREE, so bring a friend!!!)

MAJOR DONOR CONSULTANT TO BE HIRED

Executive Director Eric Rofes will contract this week with Bea Roman to provide consulting services to Shanti Project in the specific area of major donor development.

"It is clear that we are going to need a significant infusion of cash this summer if we are going to be able to pay our bills", said Rofes. "I approached Bea about consulting with us when I heard she was returning to San Francisco because I have a very specific need that she is quite capable of filling. I need someone to bring major donors back to Shanti and to work with me over the next year and introduce me to these donors."

Bea's work will be very specific and will be a key position on the Major Donor Committee which Eric Rofes will be chairing. She will be a consultant to Shanti, not a staff member. The Committee -- including Doug Holloway, Rich Reidy, Robbie Fabian and others -- will plan this year's campaign over the next month and then search out and research potential donors.

"I don't have the time -- and Development doesn't have the time right now -- to meet with the large number of major donors who will need one-on-one contact with us in order to begin giving to Shanti. This is an area of strength for Bea; she also has the knowledge of the agency and of our donor base to hit the ground running."

Eric R. and Peter Niland will handle the administrative aspect of the campaign: Record keeping, thank you notes, publication of materials. It is hoped that the campaign will generate at least $250,000 over the next year from individuals and couples who commit to contribution at least $500 annually to Shanti.

Bea will utilize office space at Shanti and will be visiting individuals to discuss our current services over the next two weeks.
DID YOU KNOW? (continued)

- Job Descriptions. By Friday, June 23, Tim will provide each department with a format and instructions for writing job descriptions for each position. Also included will be copies of old job descriptions for reference. Draft job descriptions need to be returned to Tim by Monday, July 17.

- Personnel Policies. Thanks to all staff who provided input on the draft personnel policies; it was very useful. Last week the Personnel Committee approved the draft. The full Board will vote on the policies at the end of the month. By Friday, June 23, each of you will receive a copy of the policies with a note about any areas that have changed. Overall, there are very few changes from existing policies.

- Shanti's executive director was selected to speak at the Lesbian and Gay Freedom Day on Sunday. Eric's brief speaking time is scheduled for 4:12 P.M. on the main stage. Knowing how these things run over, you might expect to hear him around midnight.

- Eric Rofes and Holly Smith will be presenting the award for best Middle Heavy Weight Male Body builder at the annual Physique Competition sponsored by the Arcadia Body Builder Association this Saturday evening (6/24), at the Palace of Fine Arts.

- A Champagne Reception honoring Tim Wolfred will be held on Thursday, June 29 at the Federal Reserve Bank of San Francisco, 101 Market Street (entrance nearest Spear) from 5:00 to 7:00 P.M. The suggested donation at the door to help defray expenses is $10. As many of you know Tim will be leaving the San Francisco AIDS Foundation. For the past four years, Tim has served as Executive Director. Tim has been a dynamic player in the local, state and federal arenas where the fight against AIDS has been waged.

- Shanti Project will be attending the Second Annual Dinner at the La Raza Centro Legal Celebration on Thursday, June 19, 1989.

FREEDOM DAY PARADE UPDATE

Remember our Lesbian/Gay Freedom Day Parade contingent will be meeting and lining up at 18th Street near Castro. Please try and be there as close to 9:15 A.M. as possible.

Parade T-shirts are in and going fast!!! You can obtain one from either George (x307) or Mike F. (x321). Remember to fill out an order form before getting your T-shirt. Please pay as much as you can $0 to $20 - your donation will help towards the cost of the T-shirt, banners, placards, etc.

VOLUNTEER RECRUITMENT

Volunteer recruitment is giving our potential volunteers a more personal approach when answering their questions about volunteer opportunities at Shanti. If you happen to take a message regarding volunteer information, or you know a friend who would like to know more about us, please be sure to get a day and/or evening phone number, along with their address. This will enable us to make a personal contact with each person. Whenever possible all volunteer information calls should go to Mike (x321).

DID YOU KNOW? (continued)

- Mark you calendars for the Volunteer Appreciation Picnic on Sunday, July 30 from 10:00 A.M. to 4:00 P.M. at the Potrero Sol Park (near Potrero & Army). More information will be forthcoming. Any staff or client interested in helping say "Thank You" to our volunteers should contact Mike (x321).

- Murder Mystery Weekend: The Revenge of the Golden Dragon is an historically-based murder mystery to be held at the Hotel Savoy beginning July 7-9, and the second weekend of subsequent months. $225 (staff/volunteers) for the weekend. Murder Mystery Dinners: Saturday night dinners will be held the 2nd week of each month at $25 (staff/volunteers) beginning Saturday, July 8. Please contact Jim Skiba (626-2950) for more information. Brochures are located on the table in front of the Mail Boxes.
UPCOMING EVENTS

- The next Staff Meeting will be held on Thursday, July 6 in the open area on the First Floor.

- Shanti planning meeting on VI AIDS International Conference will be held on Monday, July 24 at 2:00 p.m. in the Board Room. The meeting is for staff members interested in discussing Shanti's involvement in the International AIDS Conference. The agenda will include workshop presentations, tours of Shanti, booths, advocacy and the use of Shanti for receptions.

DID YOU KNOW?

- August 1st is the open enrollment date for Kaiser Health Coverage. If you are currently covered by CUIC and would like to change to Kaiser you may do so at this time. Please see Margaret for applications and/or any information you may need regarding Kaiser coverage. However, please remember that you did receive an information sheet comparing CUIC to Kaiser at the time of your original enrollment.

- San Francisco Gay Men Chorus is holding a concert on Saturday, July 1, at 8:00, at the First Congregational Church (Post & Mason). The concert will feature the Chorus, Chicago's Windy City Gay Men's Chorus and Menage. Tickets are $12 at the door.

- Joe Lane (SF Gay Men's Chorus) and Andrew Pelfini (Lesbian/Gay Chorus of SF) will be in Seattle all next week at GALA, a national conference of gay/lesbian choruses.

- In an unprecedented move, Lutheran Church leaders are inviting People with AIDS and AIDS experts to assist in creating Church policy. This will be done in a series of grass roots hearings. The San Francisco hearing will be held at St. Mark's on August 19. Please see Michael Pozar for details.

At the Board of Directors meeting on Tuesday night, the Board approved the personnel policies with one change: vacation accrual will stop at 4 weeks per year. The previous policy allowed employees to accrue 6 weeks after 5 years of service.

The Board asked the Personnel Committee to research ways to honor and reward employees with more than 5 years of service. This subject will be discussed at the next Personnel Committee meeting. At this point we do not have any employees in this category.

The policies will now go to our attorney for legal review before publication. The attorney will review for legality only, not for content of the policies.

Shanti Project certainly showed our brighter side at the Lesbian/Gay Freedom Day Parade!. Special thanks to George Simmons, Tim Teeter, Mike Fredrickson and Craig Barnand for helping with the T-shirts. Also to Lois Gowen for sewing the sunshine onto our banner and to John Kennedy, Sal Delore, Jim Cline, Linda Tucker, Amy Gentile, Marqui LaPoe, Carlin Holden, Randy Mumert, Robert Perkins and Deena Strickland for helping with placards. Banner Leaders extraordinaires included Angelo Mitchner, Eric Fleming, Eduardo Ramirez, Carlin Holden and Mario Chamorro. A special thank you to Glen Loomis for driving the van and Miguel Rovirosa for guarding the T-shirts.

INFORMATION TO WARM YOUR HEART

Congratulations to Gail Winston who celebrates her 3 year anniversary with Shanti Project on July 3.

Congratulations to Donna McCarthy who celebrates her 2 year anniversary with Shanti Project on July 6th.

Happy Birthday to Peter Niland, who's birthday is on July 7.

Congratulations to Ali Marrero our new Volunteer Resource Developer.
DID YOU KNOW? (continued)

- Shanti Project has been named as one of the beneficiaries of the Mr. Drummer, 1989 Contest. The Contest will benefit two non-profit organizations dedicated to serving Gay and Lesbian causes throughout North America and two of a similar nature serving San Francisco.

Because of their admirable history of local service, the AIDS Emergency Fund and Shanti Project have been named as local Bay Area beneficiaries. Gay Games III will join The Names Project as joint North American beneficiaries of the Contest.

The Contest will be held on September 23, 1989. Base ticket prices are $25 in advance and $30 at the door, with some Deluxe VIP tickets selling ringside tables at $75 each.

- The Lighthouse for the Blind & Visually Impaired is hosting a National Conference, "AIDS and Vision Loss", in San Francisco on January 25 & 26, 1990. Space is limited to 400 people. Early registration (before December 1) is $130.00 and reservations with a $50.00 deposit are now being accepted. Please see Holly for more information if you are interested.
UPCOMING MEETINGS

- The People of Color Advisory Committee will be meeting on Monday, July 17, 1989 at 4:00 p.m. in the Second Floor Conference Room. Anyone having agenda items should contact Ali (x302).

- The Shanti planning meeting for the VI AIDS International Conference has been changed from 2:00 p.m. on Monday, July 24, 1989 to 1:00 p.m. on the same day. The meeting is scheduled for the Board Room.

DID YOU KNOW?

- Shanti Project won the Marching Contingent Award at this year's Lesbian/Gay Freedom Day Parade. CONGRATULATIONS TO US ALL!!


- The Board of California Association of AIDS Agencies will be holding its summer meeting in Shanti's Board Room during the day of Friday, July 14, 1989. We are delighted to be hosting them.

- The Nagging Voice of Personnel: HOW ARE THOSE JOB DESCRIPTIONS COMING? Nag #2: Please do not remove job postings from the bulletin board in the kitchen. If you want a copy, please make one, but put the job posting back on the board. Thanks.

- The CONTINUUM HIV DAY SERVICES, a new Adult Day Program for persons living with AIDS has just opened. They will be providing health services, social services, mental health services, specialized care for neurological disorders and dementia, enrichment programs, transportation and hot meals and nutritional counseling. They are located at 333 Valencia Street, Suite #251. Anyone wishing more information may call 391-2555.

STAFF MEETING OF JULY 6, 1989

Robbie Fabian gave an overview of the financial situation at the Project. Robbie distributed a handout which describes the revenues and expenses from June 1987 to the Estimated Year End of June 1989 (anyone who was not at the meeting may obtain this July Finance Report to Staff by calling either Peter or Eric S. and they will place one in your mailbox). This report also included the Year End 1989 Budget to Actual, the Cash Flow comparison from Year End 1987 to Estimated Year End 1989 and the Fiscal Year 1989-90 Forecast.

Rich Reidy informed the staff that the United Way Speakers Bureau is requesting Shanti Project staff and representatives to join the United Way Speakers Bureau. This would enable Shanti speakers to give audiences a better idea of what services we provide. The "talks" are no more than 10 minutes in length and are usually geared to lawyers, corporate executives, etc. People who would like to sign up should call Rich (x360).

Eduardo updated the staff on the first meeting of the Multicultural Planning Committee. He stated that the meeting focused on what type of plan is needed to ensure services are provided to all people. A 2 year plan will be presented to the Board of Directors at the September 26, 1989 meeting, staff will also see this plan. A discussion was also held on the make-up of the Committee and related work assignments. Interested persons may attend meetings and not take assignments. The next meeting is scheduled for July 18, 1989 from 6:00 p.m. to 7:30 p.m.

Tim informed the staff that the date of this year's Volunteer Appreciation Picnic is Sunday, July 30, 1989 at Potrero Del Sol Park, from 11:00 a.m. to 4:00 p.m. The theme is HAWAII. As always, this event is to honor Shanti Project volunteers, therefore, staff are encouraged to volunteer to help with this event. Interested parties should contact Mike (x321) for details. Mike also has flyers describing the event and directional maps to the Park.
DID YOU KNOW? (continued)

- Listen to 12 Step Recovery on Thursdays, from 10:00 to 10:30 p.m. on KEST 1450 AM San Francisco, KHTN 92.1 FM Sacramento and Heritage Cable 89.9 FM San Jose.

- AIDS Mental Health Grand Rounds series sponsored by UCSF AIDS Health Project continues with this month's speaker David Werdegar MD, Director of Public Health. Topic: "AIDS in SF - Impact on Mental Health Services". 11:00 a.m. to 12:30 p.m. at Center for Educational Development, 1855 Folsom (476-6430).

- AIDS Update: a talk by Lowell Young, MD, Chief of the Division of Infectious Diseases, Pacific Presbyterian Medical Center, Noon - 1:00 p.m. at PPMC Conference Center, Clay at Buchanan Sts. (923-3155). Monday, July 10, 1989

- Professional Caregivers group meets Wednesday 7:30 to 9:00 p.m. for 10 weeks: a support and sharing group for nurses, counselors and other professional caregivers of PWAs. Sponsored by Kairos House, facilitated by Michael Schmidt. Limited to 10 participants. Info/reg: 861-0877. Wednesday, July 12, 1989.


- Jewish Film Festival: July 20 to August 3, 1989 at the Castro Theatre, SF and UC Theatre, 2036 University Ave., Berkeley.

- SF Human Rights Commission: 25th Anniversary Celebration. Thursday, July 27, 1989 from 6:00 to 8:00 p.m. in the Rotunda of City Hall. Info: 558-4901.

- "Living with HIV": July 27, 1989 from 7:00 to 9:00 p.m. 1855 Folsom St., sponsored by UCSF AIDS Health Project. Info: 476-6430.

STAFF MEETING (continued)

Eric Rofes gave an overview of the "San Francisco Model" meeting recently held at Shanti Project. He stated that the meeting initiated a start of a mind set switch of AIDS service agencies in the City. Issues discussed were volunteer recruitment, fiscal funding and medical resources. The next meeting is Monday, July 17, 1989 at the Bayview Hunters Point Foundation. Interested staff members should contact Eric R. for more details.

Eric R. asked for staff input regarding Shanti Project using volunteers in a broader spectrum. A discussion followed regarding such issues as commitment, qualifications, utilization, volunteer job descriptions and ways of recognition.

Eric R. distributed a questionnaire to staff regarding Management Skills Development for Shanti Staff. Shanti is considering planning a management skills development program for staff members who are not formally considered managers. Anyone wishing to obtain this questionnaire should contact Peter or Eric S. and one will be placed in your mail. The deadline for receiving completed questionnaires is Tuesday, July 11, 1989 at 5:00 p.m.

INFORMATION TO WARM YOUR HEART

- Congratulations to Myron Solorzano, our new Administrative Assistant in Development.

- Congratulations to Bharat Lindemood, our new Staff Counselor at SFCH.

- Happy Birthday to Justin Martindale (July 13), Kathy Vaquilar (July 14) and Eric Shifler (July 16).

- Yeah Ed Wolf!! It was six years ago tonight that he experienced the Shanti Emotional Support Training.

- Congratulations to Robin Rose who celebrates her 5 Year Anniversary as a staff member on July 15, 1989.
UPCOMING EVENTS

o The People of Color Advisory Committee will be meeting on Monday, July 17, 1989 at 4:00 p.m. in the Second Floor Conference Room. Anyone having agenda items should contact Ali (x302).

o The Shanti planning meeting for the VI AIDS International Conference will be held on July 24, 1989 at 1:00 p.m. in the Board Room.

o The Multicultural Planning Committee is meeting and moving towards the creation of a 2 year plan to help us as a total agency become more sensitive to and better at serving diverse people and their needs. The small committee at this point is an intimate group of 13 and is comprised of staff, volunteers and board members. Individuals interested in getting involved are welcome to attend the next meeting scheduled for Tuesday, July 18, 1989 from 6:00 to 7:30 p.m. at the large tables in the back of the Second Floor Open Area. Look for updates in future editions of TWAS about our progress!!

DID YOU KNOW?

o The Godfather Service Fund is having a gala awards show commemorating 5 years of service to the community.

Shanti would like to pull together a table of people who would like to show their support. The event is on Saturday, July 29, 1989 at 7:00 p.m. and it will be held at the California Club, 1750 Clay Street.

Godfather Service Fund provides gifts to PWA's in the hospital and is one of the most positive AIDS organizations around. Shanti and Godfather share many supporters and clients.

If you would like to attend, you can reserve a seat for you and a friend at the Shanti table by calling Peter (x366). Tickets cost $20 each and Peter will process your check and organize our table. RSVP no later than July 22, but ASAP.

ORGANIZING BEGINS ON DOMESTIC PARTNERS

Executive Director Eric Rofes was called to a meeting by Harry Britt on Tuesday, July 11 at 6:00 p.m. at the ACLU Office to discuss community efforts to prevent the repeal of the Domestic Partners law recently passed by the Board of Supervisors and signed by Mayor Agnos.

Over 50 people attended the meeting and it was decided to investigate both a legal challenge to the petitions and the development of a campaign to win voter support on the November ballot. Dick Pabich is heading up the campaign efforts and Matthew Coles is pursuing the legal issues.

Eric and Paul Boneberg (Mobilization Against AIDS) will convene a meeting of major AIDS organizations to discuss our participation in this initiative campaign on Wednesday, July 19 at 4:30 p.m. Anyone seeking additional information can drop Eric R. a note.

EMOTIONAL SUPPORT TRAINING

The Emotional Support Program has completed one weekend of the two weekend July volunteer training. We have 31 volunteer trainees at this point, which is up a little from the last few trainings and is particularly encouraging since July is traditionally a small training due to summer vacations.

Three People with AIDS are facilitating and one is becoming a volunteer, while another trainee plans to write a book about her experiences in the training and as a volunteer. Eric Rofes and board member Amy Eggers are among the community participants, while board member Bill Barcus is facilitating.

For the first time ever, our client panel in the training was made up totally of women, two of whom have AIDS -- yet another reminder that the epidemic is always changing.
DID YOU NOW? (continued)

- Next week, Eric R. will be available for drop in visits between 8:30 and 10:00 a.m. on Monday, July 17; Tuesday, July 18; Thursday, July 20; he will be away from the office on Friday, July 21 all day.

- Photo Coupons Needed - Because most of the expenses involved in keeping up the PWA Activities Program photo albums (which also include many staff and volunteer events) comes from Joe's own pocket he would appreciate any unused film/photo processing coupons that you do not plan to use. They usually can be found in the little packets of coupons which you get in the mail. If you have any please let Joe (x311) know.

INFORMATION TO WARM YOUR HEART

- Congratulations to Greg Day who celebrates his 2 Year Anniversary as a staff member.

- Congratulations to Eric Shifler who celebrates his 4 Year Anniversary as a staff member.

- Ed Wolf and Eric Shifler leave today for 2 weeks in the wilderness of the Sierra Mountains. Hope they make it back!!!
Gary the manager of the CAFE PHOTO has given us a copy of their menu. It is a very good place for lunch, so you may wish to give it a try!!

### LUNCH

**APPETIZERS**
- Fresh herb gnocchi on roasted tomato sauce $4.95
- New potato, wild mushroom and fontina gratin with pumpernickel toast $5.25
- Fried tomatoes with fresh mozzarella, sweet corn and basil $5.25

**SALADS**
- Foto mixed greens with Oregon blue $4.95
- Virginia ham and bitter greens with pickled watermelon rind and sunflower seeds $6.50
- Caesar with aged goat cheese $7.75
- Grilled chicken salad with Oregon blue, toasted walnuts and peaches $8.95

**SANDWICHES**
- Pork burger with homemade catsup and corn relish $6.95
  - with N.Y. sharp cheddar $7.95
  - with apple smoked bacon $7.95
- Fontina melt with avocado, tomato and a sweet corn relish, served on corn bread $7.95
- Pork loin on caraway rye with apple chutney $8.95
- Lamb with watercress, red onions and eggplant caponata, on sweet potato bread $9.25
- Fresh crab, sweet pepper and country ham club with lemon mayonnaise on sourdough bread $10.50

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579 Howard Street San Francisco California 94105

The new version of Shanti Magazine is out! Check out the latest issue in the lobby or on the shelves at CAFE PHOTO.
## Foto Wine List

<table>
<thead>
<tr>
<th>Wine</th>
<th>Price</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Witter, Napa</strong></td>
<td>3.75/15.00</td>
</tr>
<tr>
<td>1987 Chardonnay</td>
<td></td>
</tr>
<tr>
<td>Sonoma, '87 Chardonnay</td>
<td></td>
</tr>
<tr>
<td>Chrichton Hall, Napa</td>
<td>N.A./25.</td>
</tr>
<tr>
<td>1987 Chardonnay</td>
<td></td>
</tr>
<tr>
<td>Groth, Napa</td>
<td>4.25/15.</td>
</tr>
<tr>
<td>1987 Sauvignon Blanc</td>
<td></td>
</tr>
<tr>
<td>Cakebread Cellars, Napa</td>
<td>N.A./25.</td>
</tr>
<tr>
<td>1988 Sauvignon Blanc</td>
<td></td>
</tr>
<tr>
<td><strong>Calera Central Coast</strong></td>
<td>6.00/23.00</td>
</tr>
<tr>
<td>1986 Pinot Noir</td>
<td></td>
</tr>
<tr>
<td>55% Zinfandel, 45% Petit</td>
<td></td>
</tr>
<tr>
<td>Sirah, Carignonne and Gamay</td>
<td></td>
</tr>
<tr>
<td><strong>Marietta &quot;Rustic Red&quot;</strong></td>
<td>4.25/17.</td>
</tr>
<tr>
<td>70% Zinfandel, 30% Syrah</td>
<td></td>
</tr>
<tr>
<td><strong>Stags Leap Vineyards, Napa</strong></td>
<td>6.50/30.</td>
</tr>
<tr>
<td>1985 Merlot</td>
<td></td>
</tr>
<tr>
<td>Hawk Crest, Napa</td>
<td>4.75/15.</td>
</tr>
<tr>
<td>1986 Cabernet Sauvignon</td>
<td></td>
</tr>
<tr>
<td><strong>Ridge, Santa Cruz</strong></td>
<td>5.75/20.</td>
</tr>
<tr>
<td>1984 Cabernet Sauvignon</td>
<td></td>
</tr>
<tr>
<td><strong>Ridge, Santa Cruz</strong></td>
<td>NA./30.</td>
</tr>
<tr>
<td>1981 Cabernet Sauvignon</td>
<td></td>
</tr>
<tr>
<td>Niebaum-Coppola Estate</td>
<td></td>
</tr>
<tr>
<td>1980 Napa, Red Table</td>
<td>NA./30.</td>
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</table>

### Champagne

<table>
<thead>
<tr>
<th>Brand</th>
<th>Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>M. Tribaut, Monterey</td>
<td>4.50/25.</td>
</tr>
<tr>
<td>1985 Brut</td>
<td></td>
</tr>
<tr>
<td>Schramsberg, Napa</td>
<td>NA./30.</td>
</tr>
<tr>
<td>1985 Blanc de Blanc</td>
<td></td>
</tr>
<tr>
<td>Schramsberg, Napa</td>
<td>NA./45.</td>
</tr>
<tr>
<td>1982 Reserve</td>
<td></td>
</tr>
<tr>
<td><strong>Veuve Clicquot</strong></td>
<td>NA./50.</td>
</tr>
<tr>
<td>N.V. Brut</td>
<td></td>
</tr>
<tr>
<td><strong>Bruno Paillard</strong></td>
<td>NA./50.</td>
</tr>
<tr>
<td>N.V. Brut Rose</td>
<td></td>
</tr>
<tr>
<td>Dom Ruinard</td>
<td>NA./100.00</td>
</tr>
<tr>
<td>1979 Brut Rose</td>
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### Beer

<table>
<thead>
<tr>
<th>Brand</th>
<th>Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>Holsten (Germany)</td>
<td>4.00</td>
</tr>
<tr>
<td>Becks (Germany)</td>
<td></td>
</tr>
<tr>
<td>Corona (Mexico)</td>
<td></td>
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<tr>
<td>Sapporo (Japan)</td>
<td></td>
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<tr>
<td>Amstel (Holland)</td>
<td></td>
</tr>
<tr>
<td>Anchor (Potrero Hill)</td>
<td></td>
</tr>
<tr>
<td>Samuel Adams (Boston)</td>
<td></td>
</tr>
<tr>
<td>Budweiser (Milwaukee)</td>
<td></td>
</tr>
<tr>
<td>San Pellegrino</td>
<td>1.75</td>
</tr>
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</table>

## Cocktails

<table>
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<tbody>
<tr>
<td>Horritos Margarita</td>
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</tr>
<tr>
<td>Watermelon Daiquiri</td>
<td>3.25</td>
</tr>
<tr>
<td>Fresh Mango Daiquiri</td>
<td>4.75</td>
</tr>
<tr>
<td>Bloody Maria</td>
<td>4.50</td>
</tr>
<tr>
<td>Strawberry, Lemon, Vanilla</td>
<td>3.25</td>
</tr>
<tr>
<td>Pineapple, Ginger</td>
<td>3.25</td>
</tr>
<tr>
<td>Watermelon</td>
<td>3.25</td>
</tr>
<tr>
<td>Lemon, Lime</td>
<td>2.50</td>
</tr>
</tbody>
</table>

## Liquor

<table>
<thead>
<tr>
<th>Liquor</th>
<th>Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mango, Mint</td>
<td>3.25</td>
</tr>
<tr>
<td>Strawberry, Lemon, Vanilla</td>
<td>3.25</td>
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<tr>
<td>Pineapple, Ginger</td>
<td>3.25</td>
</tr>
<tr>
<td>Watermelon</td>
<td>3.25</td>
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<tr>
<td>Lemon, Lime</td>
<td>2.50</td>
</tr>
<tr>
<td>Lime</td>
<td>2.50</td>
</tr>
</tbody>
</table>

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Signatures:
- Guy Manges
This Week at Shanti

A WEEKLY NEWSLETTER ESPECIALLY FOR STAFF

UPCOMING EVENTS

The meeting for planning Shanti's role in the 1990 International AIDS Conference will be held from 1:00-1:45pm on Monday July 24 in the Board Room. If you wish to participate, please arrive promptly at 1:00. Robbie Fabian is doing a preliminary survey in preparation for this meeting. Would any staff who have attended any of the previous International Conferences please drop him a note before the meeting.

The next Manager's Meeting will be on Thursday, July 27 from 9:00-11:00am in the 2nd Floor Conference Room.

On Saturday, July 29, the Board of Directors will go on an all-day retreat near Sebastopol. The focus will be on Board roles and responsibility.

YOU KNOW?

New Langton Arts will feature an exhibition entitled Art and Self Healing from August 1-12 at 1246 Folsom Street (between 8th and 9th). Subtitled "Living Well with the Epidemic", the show includes the Laguna Shanti Open Portraits Project plus works by many other artists. The gallery is open 11:00am to 5:00pm, Tuesday thru Saturday.

Western Region AIDS Education Project is hosting a one-day conference on AIDS and African-American Women on July 27 at the Merritt-Peralta Center in Oakland. The conference is funded by the US Dept. of Health and the CDC and will focus on a broad range of subjects from socio-economic implications of HIV infection to "crack prostitutes." For more information, call Peter (x 366).

Kathy Vaquilar and Joseph Taro and friends invite you to their first joint Flea Market Sale in Berkeley at the Ashby BART Flea Market, all day starting at 8:00am this Sunday, July 23.

PRACTICAL SUPPORT PROGRAM UPDATE

The practical support director and coordinators met on Friday, July 7th and finalized several program changes which will be implemented beginning with the August Training class.

1. We will be eliminating the essay portion of the application and asking those questions during the pre-training interview. Hopefully this will get prospective volunteers past the essay "hurdle" that has been delaying the return of volunteer applications.

2. Starting with the August training class, all new Practical Support volunteers will be matched with two clients. The commitment of six hours per week for six months will remain the same.

3. We will be adding an option to volunteers who have been in the program six months or longer of attending a one-hour check-in group, once a month, in lieu of the two-hour bi-weekly support group.

4. Beginning in August, we will host one informal social event per month for Practical Support volunteers. These events will include movies, concerts, card parties, dancing, tours, theater, etc., and will be arranged by four volunteers "Social Facilitators."

Hopefully these changes will enhance our program as we continue to acknowledge the needs of volunteers and clients.

MONTHLY VOLUNTEER NEWSLETTER

A monthly volunteer newsletter will begin again with the September issue. It will be prepared by a committee of five: Mike Frederickson, Scott Love, a PS volunteer, an ES volunteer and one other volunteer.

Each month the newsletter will contain: an article from Eric Rofes, a news column for both ES and PS volunteers, relevant statistics (# of clients served, etc.), a listing of "additional volunteer needs...for those who want to help in other ways", a calendar of upcoming events, and events information.
UPCOMING EVENTS (continued)

- The next meeting of the Multicultural Planning Committee is scheduled for Tuesday, August 1st at 6:00pm. During the month of August, committee members will be talking to various individuals from different communities about how Shanti can be more helpful in serving people with diverse needs.

  Additional assistance is still needed, so if you are interested in getting involved, please join us at the next meeting.

- The musical Tony Award winning production of "Les Misérables" will be playing at the Curran theatre beginning in October. Friends of Oscar has selected Shanti Project to be one of the beneficiaries. We will be sharing the role of beneficiary with Open Hand and National Gay Rights Advocates.

  There will be a champagne reception with dessert before the show and during the intermission of the October 28th preview performance. Staff and volunteers have been invited to attend this particular performance at a minimal cost of $30.00. These same tickets are going for $75.00 to the general public. Seat locations will be on the second balcony.

  This will be a great opportunity to mingle with donors, clients, volunteers, and friends. If you are interested in attending, call Myron (x359). Reserve now.

VOLUNTEER NEWSLETTER (continued)

Submission of items to be included should be to Scott by the 15th of the month so that volunteers will receive it by the 1st of the next month. Bulk rate mailing necessitates this early deadline. Please give Mike a call if you have questions or suggestions (x321).

EMOTIONAL SUPPORT PROGRAM UPDATE

This ES Training produced 26 new volunteers. Fifty percent of the new volunteers are heterosexually identified.

Our new volunteer commitment goes into effect July 20, 1989. Volunteers can choose to work with one client or more depending on their time availability.

From our volunteer survey, it appears that seventy percent of our volunteers want to remain in a support group rather than phone check-in and a monce-a-month meeting. Total survey response will be announced on August 1st.

Gail Winston talked with the Administrative Support staff to determine their support group needs and will be adapting the group to meet those needs.

All clients have been matched, so there is no waiting list this week.

FOR YOUR INFORMATION

This description of a multicultural organization comes from "Organizational Stages of Multicultural Awareness" by Bailey Jackson and Rita Hardiman:

1. A Multicultural Organization reflects the contributions and interests of diverse cultural and social groups in its mission, operations, and product or service delivery.

2. A Multicultural Organization acts on a commitment to the eradication of social oppression in all forms within the organization. It is also sensitive to the possible violations of the interests of all cultural and social groups whether or not they are represented in the organization.

3. A Multicultural Organization is one where the members of diverse cultural and social groups are full participants at all levels of
UPCOMING EVENTS (continued)

HAWAII is the theme for this year's Volunteer Appreciation Picnic. Join the fun on Sunday, July 30 from 11:00am to 4:00pm at Potrero del Sol Park (on Potrero between 24th and Army Streets).

Your presence at the picnic will really make a difference to our volunteers as we honor them for their wonderful work.

HAWAII

It promises to be a great day as we help to create "a slice of paradise" with traditional dance, music and food. Hawaiian wear is encouraged and the aloha spirit is required. See you there!

INFORMATION TO WARM YOUR HEART

- Welcome to Amy Schoenborn, our new Secretary in the Development Department!
- Congratulations to Bea Blum who celebrated her third anniversary at Shanti on July 11th, and to Adelaida de la Rocha whose two year anniversary is on July 27th.
- Tim has begun working on job descriptions: thanks to all staff for their input! Draft job descriptions will be returned to staff via department heads for review over the next two weeks.
- A reminder: it's not too late to take unpaid leave! Get out there and enjoy the summer!

MULTICULTURAL ORGANIZATIONS (continued)

the organization, especially in those areas where decisions are made that shape the organization.

4. A Multicultural Organization follows through on its broader external social responsibilities. Specifically, this includes its responsibility to support efforts to eliminate all forms of social oppression. This also involves the support of efforts to expand the multicultural ideology.
UPCOMING EVENTS

- The next All Staff Meeting will be on August 1st from 3:30 to 5:00pm in the first floor open space.
- On Saturday, July 29, the Board of Directors will be on retreat near Sebastopol.
- The Multicultural Planning Committee will meet on Tuesday, August 1st from 6:00-7:30pm. The meeting will take place in the back of the second floor open space.
- Don't forget to come to the Volunteer Appreciation Picnic on Sunday, July 30 from 11:00am to 4:00pm at Potrero del Sol Park.

DID YOU KNOW?

- There will be a benefit for Shanti at KIMO'S on August 5th (first Saturday). It will be a drag show featuring Tatiana and Friends. Tat has done many benefits for Shanti over the years and this will be the first of many to come. Any Shanti staff who are there will be introduced. Shows usually start at 9pm.
- The Bay Area Asian/Pacific Islanders Concerned About AIDS presents two special programs of personal experiences and stories of those directly impacted by AIDS - Saturday, July 29 from 2-4pm at the Pine United Methodist Church in San Francisco and on Sunday July 30 from 1:30-3:30pm at Lake Park United Methodist Church in Oakland. For more information contact Kerrily Kitano at 541-9285.
- Holly Smith will represent Shanti as a presenter at the Godfather Service Fund Fifth Year Gala on Saturday, July 29.
- Eric rofes is representing Shanti as a judge for the Leather Daddy contest at the Eagle on Friday, July 28th at 9pm.

AFFIRMATIVE ACTION REPORT

Last week, we submitted our semi-annual report on affirmative action to the Human Rights Commission. As part of the negotiated settlement with the HRC last year, Shanti agreed to report staff demographics (particularly on numbers of women and people of color) for new hires and promotions, employees who left Shanti, and current staff.

Tim will provide further information at the staff meeting next week. To summarize, though, here is our staff picture as of 7/1/89: 32% were people of color and 42% were women. These percentages are almost exactly the same as they were on 1/1/89. However, Shanti has increased the numbers of people of color on its staff in 2 key areas: department managers and offsite workers (the category that includes residence and office maintenance staff and van drivers). These were 2 of the 3 areas identified as needing improvement. The third was counselors at SFGH. However, no counselors were hired during the first half of the year.

During the second half we will continue our efforts to recruit women and people of color for staff positions!

SHANTI GRANTED LOANED MANAGER FROM AT & T

A hearty "welcome" to Christine Buck, currently Regional Nursing Services Manager at AT & T, who will join Shanti's staff on a one year assignment beginning August 1st. Christine will be here to develop greater interest in our community trainings on a regional basis and to work on establishing a National/International Training component. In June, AT & T Corporation's national office generously granted our request to loan Christine to Shanti for this special project.

Christine has a strong background in health care services administration and health education. She joins Ellie as the second Registered Nurse on staff. Her previous work experience includes Director of Education for Planned Parenthood of Marin and Staff Nurse at Garden-Sullivan Hospital Alcohol Unit. With a Master's degree in Family Health Care Nursing from UC San Francisco and a Bachelor's degree in Nursing from the University of Minnesota, Christine will develop stronger ties to hospitals, health care and social service organizations throughout the Bay Area and across the country.

Christine will be taken on a tour of the offices on Tuesday to meet the Staff. She will be taking the Practical Support Training on August 4th.
DID YOU KNOW? (continued)

- Shanti Information & referral has AIDS TREATMENT NEWS available to staff. Published bi-weekly by John S. James, it provides up-to-date information on drugs and treatment for people with HIV infection. In the current issue is an update on DDI and the case for early treatment with AZT and Acyclovir.

AIDS TREATMENT NEWS

- Say farewell to Justin! After 4 years as an Emotional Support volunteer, group leader, training facilitator and Maintenance Residence Specialist/Coordinator, Justin Martindale has decided to leave us. Thanks, Justin, for all the hard work and love.

- Update on unpaid leave. The Residence Program has really taken this one seriously and leads the way in the most unpaid time off this summer! Our goal is to save $10,000 and so far we have reached about $8,600. It's not too late -- see Time if you are interested.

INFORMATION TO WARM YOUR HEART

- Cherese Gould celebrated her birthday on July 27! Happy Birthday, Cherese!

ANNIVERSARY EVENTS TICKET PURCHASES

It has come to the attention of the Finance Department that a number of employees are inquiring about the possibility of an installment salary deduction for the Anniversary events ticket purchases. Robbie has approved these ticket purchases to be salary deductibles on an installment basis.

The following logistics will be followed: Only purchases of $100 and above will be eligible for the installment payments. A minimum of $100 will be taken out of net pay for each pay period unless the remaining balance on the loan is less than $100, in which case the whole remaining balance will be deducted. Salary deductions will begin with the pay period ending August 30, 1989 for purchases of tickets to the Flood Mansion event and the pay period ending October 15, 1989 for the Palace of Fine Arts event.

For further clarification, please call any member of the Finance Department. Any questions regarding the events should be directed to Holly (x 356).

STAFF MEETING AGENDA

At our next all staff meeting there are several major items to be considered including the planning process for an Operations Procedure Manual, the Flood Mansion Fundraiser, dealing with IVDU clients, and a look at the way we work with people living with AIDS and treatment issues. You may want to give some advanced thought to these issues and others that are important to our work.

PEANUTS/Charles Schulz

SOMEONE TOLD ME THAT YOU LIKE ME ONLY BECAUSE I FEED YOU.

IS THAT TRUE? I THINK I'LL CHOOSE ANOTHER CATEGORY...

I'LL TAKE FAMOUS CHARACTERS IN HISTORY FOR FOUR HUNDRED DOLLARS, PLEASE!
This Week at Shanti

A WEEKLY NEWSLETTER ESPECIALLY FOR STAFF

UPCOMING MEETINGS

The next People of Color Advisory Committee will meet on Monday, August 7, 1989 at 4:00 in the Second Floor Conference Room. Please see Angelo for details.

DID YOU KNOW?

- Karen Wald will be speaking on Cuba's response in the Battle Against AIDS on Friday, August 11, 1989 at 1098 Filbert St. at 7:30 p.m. A donation of $5-25 is being asked. Wald is a long time resident and freelance journalist in Cuba. Her articles have appeared in publications such as "Christianity in Crisis", "Frontline" and "Christian Science Monitor". Please R.S.V.P. by calling 431-4617.

- Salsa dulce Productions invites you to join the friends of Juan Pablo Cutierrez, Executive Director of the Mission Cultural Center at his 3rd annual B-day celebration: SALSA FOR LIFE a special event to benefit CURAS and Instituto Familiar de la Raza on Friday, August 4, 1989 at Cesar's Latin Palace. Donation: $8-25.

- Ken Ketwig, an experienced Yoga instructor, has graciously offered to teach a beginner Yoga class for Shanti staff. It will be held at lunchtime, day to be determined. All you need to do is wear loose clothing and Ken promises to be very gentle! If you are interested call Bea (x352).

- The San Francisco Public Library currently offers two services which may be of interest to individuals served by Shanti.

  The Library for the Blind and Print Handicapped offers a program of mail delivery of Talking Books. This service is available to anyone who is unable to hold or read a book due to blindness or reading disability.

  The Special Media Services Department of the Main Library includes services to the deaf. Their staff members converse in Sign Language and use captioned videotapes. Call 558-3331 for details.

AUGUST STAFF MEETING FOCUSES ON IVDU'S AND TREATMENT ISSUES

Robbie Fabian gave an overview of the financial situation at the Project.

Tim Teeter thanked the staff for their assistance in helping Shanti cut costs by taking leave without pay.

A discussion was held on the perspective on Shanti's work assisting people with AIDS, including treatment issues. The discussion focused on the need for better education and counseling of people who have tested HIV+, the need for a community based organization to set up a program for education and treatment options available to people with HIV+ infection. The discussion also focused on advocacy issues as related to peer counselors and their clients. Because of the depth of the discussion, it was decided that this agenda item would be held over for the next staff meeting.

A discussion was held on clients who are IVDU's. The discussion focused on the strengths and weakness of Shanti's model for dealing with IVDU's. Because of the nature of this agenda item, staff decided to table it until the next staff meeting. At that meeting the following IVDU related items will be discussed: The need to tailor existing programs when the needs of the clients are different; education of staff around the various issues of IVDU; education of staff around the issues of co-addiction and co-dependency; how to include IVDU's in Shanti's model; and, separating individuals' own issues around IVDU when dealing with clients.

A discussion was held on the various staff and community perceptions of Shanti's focus on people living with AIDS and people dying of AIDS. A variety of opinions were expressed by staff members on this issue, ranging from a belief that our volunteers do work with clients on living with AIDS to comments on the belief that we do provide a place to deal with dying that is found in few other places in our society. The discussion then focused on the issue of longevity of people with AIDS and the need to include this in our counseling model.

The next staff meeting will be Tuesday, September 12, 1989 from 3:00 to 5:00 p.m.
60 Minutes is re-running their show on suicide. This was on last year and featured a man named Marty James. You will probably find it very interesting and thought provoking.

The following letter appeared in the August 3rd edition of THE B.A.R.

For Life

★ My name is Richard Carper and I am a person with AIDS (PWA). Since learning in 1986 that I have the disease, I have dedicated my life to AIDS issues. I am currently walking across the country to call attention to the many issues surrounding AIDS.

I left Portland, Oregon, May 1 and expect to arrive in Washington, D.C. on September 14. Today (July 20) I am in Omaha, Nebraska, the halfway point at 1,582 miles. In spite of the heat and humidity, my health is holding up surprisingly well, considering that I was hospitalized in January 1988 for three weeks with Pneumocystis carinii pneumonia and in July 1988 with a tooth infection that resulted in two emergency surgeries and the removal of nine teeth.

Goals of this life-affirming action are:
1. To call attention to AIDS issues, particularly the need for funding for residential care for PWAs;
2. To raise $1,000,000 for that care;
3. To show the American people that the only thing that stands between them and the goals they set for themselves is themselves. If a PWA can walk across the country, then anyone can do anything.

I am trying to do something positive before I die to make up for the kind of life I have led that got me AIDS. I would like to persuade others to AIDS things a little differently, I would also like to change some attitudes about the treatment of PWAs. Perhaps if people have a face they can attach to the disease, it will seem less scary and possibly less remote.

You can contact me by writing to 1065 W. 6th Avenue, Suite 140, Eugene, OR 97402. My home base coordinator will forward your response to me. I am looking forward to hearing from you.

Richard Carper
On the Road

New Langton Arts will feature an exhibition entitled Art and Self Healing from August 1-12 at 1246 Folsom Street (between 8th and 9th). Subtitled "Living Well with the Epidemic", the show includes the Laguna Shanti Open Portraits Project plus works by many other artists. The gallery is open 11:00 a.m. to 5:00 p.m., Tuesday thru Saturday.

FROM PERSONNEL

A gentle (?) reminder: Because Yvonne and Peter now share an office with the mail room, it is important that we give them uninterrupted use of their office between the hours of 3:30 and 5:00 daily. They need the time and space to concentrate on setting up van rides for the following day. So, if you need supplies from the mail room, make sure you get them before 3:30 or after 5:00.

AN IDEA THAT IS TRICKLING AROUND

Eric R. is thinking of arranging to have prominent speakers come in regularly (every few months) to speak with Shanti folks -- volunteers, clients, staff and Board -- about a variety of issues pertaining to our work: grief, life & death, emotional support, AIDS services. This is just an idea in his head now, but he was wondering if any staff members or Board members had ideas on who would be good speakers who might be obtainable and able to feel good speaking to our folks. Send any ideas to Eric R. by August 10th.

DID YOU KNOW? (continued)

District 12 Al-Anon have meetings downtown:
Monday - 12:10 p.m. at 77 Beale St, PG&E building, room #1753; Tuesday, 12:10 same as Monday; and, Thursday, 12:10 p.m. at 140 New Montgomery, Pacific Telesis Bldg., room #1328. Photo ID and sign-in needed.

INFORMATION TO WARM YOUR HEARTS

Joe Healy swam in the Pacific Masters Long Course Championships over the weekend. Joe set two Personal Bests in the 200 and 400 meter Freestyle. He also was on a 4 x 200 meter relay team that set a National Record. They beat the old record by 1 second. Now it's on to Vancouver in August of 1990 for Gay Games!!!!

Congratulations to Doug Victor and Brian Smith who both celebrate their 4 year anniversary with Shanti on August 7th.

Congratulations to Ellie Cousineau who celebrates her 3 year anniversary on August 6th!
The following letter was received from Doug Holloway:

SHANTI PROJECT
INTEROFFICE MEMORANDUM

TO: Shanti Staff
DATE: August 1, 1989

FROM: Douglas P. Holloway
Chairman
(415) 399-7100

SUBJECT: VOLUNTEER PICNIC - JULY 30, 1989

The Board of Directors and I personally would like to express our thanks and appreciation to those of you who organized, directed and participated in our Volunteer Picnic.

By all accounts, the day was an extremely successful celebration honoring our volunteers. Based upon the comments I heard, the volunteers were most appreciative and thoroughly enjoyed the day's festivities, the food and the entertainment. Even the weather cooperated, except for the occasional gusts of wind.

Again, many thanks to each of you; you continue to make me proud to be a part of Shanti.

DPH: wd
B: PICNIC
This Week at Shanti

UPCOMING MEETINGS

• The monthly meeting of the Board of Directors will be held on August 22nd beginning at 6:15pm in the Board Room. All are welcome.

• The next Manager's Meeting will be held in the Second Floor Conference room from 9:00-11:00am on Thursday, August 24.

• On Wednesday, August 23rd, the Major Donor Committee will meet in the Board Room from 3:30-5:00pm.

• The first Yoga class will meet at Shanti on Wednesday, August 23rd from 1:00-2:00pm. Wear loose, comfortable clothing. It will probably be held in the Boardroom, and Ken Ketwig will be our teacher. For further information, call Bea (x 352).

• Due to scheduling conflicts, the next Staff Meeting, originally scheduled for Tuesday, September 12, has been rescheduled. Mark your calendars. The new date is September 19 from 3:00 to 5:00 pm. Note: the meeting begins at 3:00, not 3:30pm.

DID YOU KNOW?

• AIDS community based organizational meetings being held at Shanti this week include: the Human Resources Brain Trust, an ongoing think-tank focused on needs for volunteers in the '90s, on Tuesday, August 22, beginning at 4:00pm in the Board Room; and the HIV Advocate Project, focused on bringing together service and treatment organizations to find a way to place HIV treatment advocacy somewhere in our service system, on Thursday, August 24 from 3:00-5:00pm in the Boardroom.

• Poet/musician Avotcja reads and performs her own work and and that of Pat Parker, in the African tradition of keeping her alive by keeping her name and her works alive. Aug. 18. 8:00pm. $5. Modern Times Bookstore, 968 Valencia.

COMMUNITY RAP GROUP PROGRAM STARTS

Beginning September 5th, Shanti Project's Client Support Group Program will be expanding to include an exciting new component—the drop-in Community Rap Group Program. This monthly gathering is an opportunity for people to come together to talk about how AIDS is affecting them.

Participants will have the chance to choose the topic group they wish to join for the evening after meeting facilitators of each group. Topics will include a broad range of issues and will change monthly. The guidelines for group interaction will be simple: "Everybody talks. Everybody listens. Nobody gets hurt." The evening will conclude with a brief social time.

It is not necessary to be a client of Shanti, no pre-registration is necessary to attend, and the group is free. For more information, contact Carol Kleinmaier (x 328).

The success of our first event depends on our getting the word out to as many people as possible. If any of you would be willing to distribute a few flyers in your neighborhoods, it would be very much appreciated. Please see Carol to pick up flyers.

A REQUEST FROM CHRISTINE BUCK

As part of the needs assessment phase for developing community trainings, I am making contacts at Bay Area hospitals and agencies outside San Francisco to gauge their interest in/need for training based on the Shanti model. To facilitate entry into these facilities, it is helpful to have a contact name. If you can suggest contacts at facilities in Marin, Sonoma, Contra Costa, Alameda or San Mateo counties, please call me (x 354) or drop me a note. Thank you.

FLOOD MANSION EVENT HEADING FOR SUCCESS

The Shanti Project 15th anniversary dinner and awards ceremony "Making Every Day Count" promises to be wonderful and successful evening. Requests for tickets will probably exceed availability. This glittering event at the Flood Mansion on August 26th honors 5 people with AIDS or ARC who are making outstanding contributions to San Francisco's AIDS response. They are: Bill Barcus, Christian Haren, Cynthia Slater, Andree Walton, and Reggie Williams. Fifty-eight tickets have been contributed, so far, for PWAS who otherwise would not be able to attend. Thanks everyone for your help in making this event a success!
DID YOU KNOW (continued)

- The National Gay & Lesbian Task Force is presenting its Second Annual Conference entitled CREATING CHANGE. This conference addresses the increased challenges facing the gay and lesbian community. Plenary speakers are Perry Watkins, Vito Russo, and Suzanne Pharr. Workshops will cover topics including: media "how to," homophobia education, lobbying, anti-violence, sodomy law reform, religion, youth, and much more. This year's conference on gay and lesbian organizing and skill building will be held in Bethesda, Maryland on November 9-12. If you are interested in attending, please contact Peter at 366.

- On Saturday, August 19, the annual Women's Day Blood Drive takes place at Most Holy Redeemer church in the Castro from 10:00am to 4:00pm. The blood drive supports the Harvey Milk Democratic Club's AIDS/ARC Blood Fund which helps alleviate transfusion costs for people with AIDS/ARC. Women interested in donating are asked to call 863-6761 for an appointment to minimize waiting.

- Also on Saturday, August 19, Lutheran Church leaders invite people with AIDS and AIDS experts to assist in creating Church policy thru a series of grass-roots hearings before Bishop Lyle Miller and members of the Commission on Church & Society's task force on health issues and the current needs resulting from the epidemic. Open sessions are from 2:00 to 4:00pm at St. Mark's Lutheran in S.F. and on October 14 in Fresno. Information, call Michael Pozar (x 316).

- A program of beautiful regional and Flamenco dances will be performed at Theatre Flamenco as a benefit for the Instituto Familiar de la Razza and the Healing Arts Foundation on Sunday, August 19 at 3:00pm. Tickets are $25. Information: Sam Nuccio 552-3656.

- A workshop on Durable Powers of Attorney for Health Care and Finances will be held on Wednesday, August 23 from 7:00-9:00pm. Fee: $20. Protect yourself and your relationships in the event of serious illness. For information and reservations, call Linda Scaparotti, 268-8404.

- "Back Care, Bedside Mobility and Exercise", a workshop for caregivers will be held at Garden Sullivan Hospital (2700 Geary) on September 12 or September 27. Fee is $10. Participants will learn and practice techniques to assist with transfers and bed mobility while protecting their own backs. These exercises are intended to enhance quality of life for people with AIDS and care for one's own back. Advance registration required, call 648-4045 for details.

INFORMATION TO WARM YOUR HEARTS!

- Belated Happy Birthday greetings to Peter Carley (8/17), Allen Piniol (8/16), and Brian Smith (8/14)!

- Jana Rickerson celebrates her birthday on August 23. Have a great day, Jana!

- On August 15, Hugh Villata celebrates his second anniversary on the Shanti staff at San Francisco General Hospital.

Spaces are still available for the first WOMEN'S WILDWOOD WEEKEND. Contact Ali Marrero after August 22 for information and reservations. Women volunteers, staff, and board members will enjoy a fabulous weekend. Join the fun and relaxation!
This Week at Shanti

A WEEKLY NEWSLETTER ESPECIALLY FOR STAFF

VOLUME I NUMBER 21 SEPTEMBER 1-7, 1989

UPDOMING MEETINGS

- The People of Color Advisory Committee will meet on September 7, 1989 from 12:00 to 2:00 p.m. in the Second Floor Conference Room.

- The Women's Advisory Committee will also be meeting on September 7, 1989 from 1:00 - 2:00 p.m. in the Board Room.

DID YOU KNOW?

- Kaiser Permanente Medical Center of Oakland announces an HIV Education Forum, "Stress Reduction and HIV Disease". This forum will provide an opportunity for family, friends and caregivers to informally meet and discuss the latest information on HIV disease with physicians and other health care providers at the Medical Center. The forum will be held on Thursday, September 21, 1989 at 6:30 p.m., Room 1200C, 12 Floor, Hospital, 280 West MacArthur Boulevard, Oakland.

- The Board of Directors of the Golden Gate Business Association and Horizons Foundation invite you to reserve your passage now for the 1989 "22 On The Red". A spectacular 3 1/2 hour Bay cruise aboard the City of San Francisco. There will be dinner, gaming and entertainment. Proceeds will benefit the Horizons Foundation (formerly the GGBA Foundation). Seating is very limited! The benefit will be September 23, starting at 8:00 p.m., tickets are $77.00. Reservations 441-3651.

- Cherese has asked that people who go outside to smoke cigarettes, please dispose of the "butts" properly and not leave them in the entry ways of the Project. Thank you!

- A Women's Wildwood Retreat will be held on October 6, 7 & 8 at Wildwood Ranch. An application has been attached to TWAS for your convenience. Please see Ali for more information.

A SPECIAL THANK YOU!

Holly takes this moment to extend her personal special thanks to the staff who helped to make the Flood Mansion dinner, "Making Every Day Count", such a great success: Peter Niland, Margaret Tillinghast Tim Teeter and Angelo Mitchner for their support and assistance leading up to the event; Rich Reidy, Don Pharoah, Mike Frederickson, Andrew Pelfini and Richard Feigner who helped with set-up, hosting and clean-up duties; Danny Castelow who organized a group to attend; and, to Eric Rofes, Christine Buck, Joe Healy, Ali Marrero, Michael Pozar and Bea Roman who attended and helped to make our guests feel welcome...THANK YOU! Everybody has said that the event was delightful. The best thing is that our honorees felt so special and that so many tickets were donated for people with AIDS/ARC. Thanks to everyone for your support!

INFORMATION TO WARM YOU HEART

- Yvonne Luquis celebrates her birthday on September 1. Happy Birthday Yvonne.

- Congratulations to Ed Wolf who celebrates his 3 year anniversary as a staff member of Shanti Project.
SLEEPING ARRANGEMENTS: Rooms and tents are shared. Some rooms 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 ____________________________

____ Share double bed with whomever.

____ Single bed.

____ Any arrangement is fine. (Thank's)

TRANSPORTATION: It is very helpful if you can arrange transportation with someone who is planning to drive, but if not we will help you.

____ I shall make my own arrangements. (Thanks)

____ I can take ___ people and will leave at ___ PM.

____ Please help me find a ride.

Please return this form and $103.50 per person to: Ali Marrero
C/o Shanti Project 525 Howard, San Francisco, Ca. 94105
Attn. Wildwood Women.

CANCELLATIONS

Cancel within 30 days/Forfeit $50.00

Cancel within 14 days/Forfeit full amount.

PLEASE MAKE CHECKS PAYABLE TO SHANTI PROJECT.
UPCOMING MEETING

- The **Staff Meeting** will be held on Tuesday, September 19, 1989 from 3:00 to 5:00 p.m. in the open area on the first floor. Please pass your agenda items along to Eric R.

- The **People of Color Advisory Committee** will meet on Monday, September 18, 1989 from 4:00 to 5:00 p.m. in the second floor conference room.

- November 3, 4, 5 is the last volunteer, staff and Board retreat at Wildwood Ranch for this year. Please see George Simmons for more information.

DID YOU KNOW?

- Any dishes and items that are currently stacked in the kitchen will be thrown away on Friday, September 8, 1989. Please make sure that you collect your items by that date at noon. Thanks for your cooperation.

- **Film Sale!!** Brian Smith has Polaroid Time-Zero Supercolor SX-70 Land Film available for far less than he foolishly paid for it. He also has available a Phone-mate answering machine and one outgoing greeting cassette (30 secs.) Contact Brian on extension 323.

- **Therapeutic Stories** - Tales of mythic proportions, of heroism, humor and escape, each selected for its special therapeutic qualities will be featured in a new radio series on KALW (91.7 FM), starting 10/2. Tapes of the series will be available free to 100 Bay Area AIDS service agencies. Contact Connie Madden at 885-1462 for more information.

- On page 2 of **TWAS** is an article in this weeks edition of the Sentinel written by our own Andrew Pelfini.

SHANTI STAFF AND VOLUNTEERS TO BELONG TO CREDIT UNION

Tim Teeter and Ali Marrero have been investigating Provident Central Credit Union for staff and volunteers. Credit unions afford reduced rate loans, savings accounts, checking accounts, even memberships to places like the Price Club. Tim and Ali will have more information for us soon!!

VACATION REMINDER

Use your vacation!!! It's good for you!!
This is also a reminder that no more than one week may be carried over into the new calendar year. Personal holidays also need to be used by December 31, 1989.

TWAS REMINDER

As editor and publisher of **TWAS** I want to take this opportunity to remind all staff that if you do not furnish me with articles I cannot print them!! Get it?? Article are due to Eric S. by 5:00 p.m. each Wednesday.

INFORMATION TO WARM YOU HEART

- A happy birthday goes to the one and only Ellie Cousineau who celebrates HER DAY on September 13.

- Belated congratulations go to Allen Pinlol, who celebrated his 4 year anniversary on September 2.

- Remember football seasons starts this Sunday!! GO 9'ERS!!
When you are a little kid riding your bike for the first time, you might have said "Hey mom, look at what I can do!" Why do you think you did that? Perhaps it was because you wanted attention for an accomplishment, perhaps it was because you felt proud of yourself, or it could have been simply because your mother was your closest friend at the time and you wanted to share the experience with someone else. And if you’ve grown up to hate your mother, this might be a bad example!

The need to be recognized and encouraged is anguish — we don’t seem to outgrow it. Much of our self-esteem is based on the validation that we get from outside of ourselves. The car we drive, the clothes we wear, how we live and how we look are frequently in the forefront in determining our self-image. Although this is a mainstream American cultural value, it is a value that is in conflict with the dual reality that self-esteem and integrity also come out of the commitment in human relationships. Our continuing positive identity has much more to do with being heard, understood and valued. AIDS has challenged our identities, re-defined our sense of security and made the need for ongoing human relationships more immediate, and sometimes more threatening.

AIDS has shaken our sense of constancy, for what we have believed to be constant, including our lovers, our friends, our extended families and even our survival have been jeopardized. The first relationship we had in the world gave us a sense of constancy, and now some relationships that we rely upon have been threatened with the constancy of a disease called AIDS. We may appear fine to the outside world, but inside we remain in conflict.

The crisis stage may be over, and we have done well with adapting to living with AIDS. But even though we have learned new coping skills, the epidemic is not over. You may find yourself shutting down to conversations about it, avoiding intimate relationships, escaping the City for vacations or time out, not wanting to answer the phone or not calling a friend who is overwhelmed by his diagnosis; these are all means of adaptation. They are natural coping techniques in an unnatural situation.

In the meantime, I still sit at my desk at Shanti Project with a waiting list of 40 clients. The Emotional Support Program’s volunteer body is doing an outstanding job, yet the number of volunteers has remained the same for the last year and a half while the number of clients calling for service continues to increase. Something is not coming together. And that something is an individual waiting to meet another person, both committed to finding and acknowledging the continuing struggle of AIDS.

People still need the contact of peer counselors in learning how to adapt and be supported for their independent living. It’s hard to keep promising the constancy of emotional support when volunteer applications diminish instead of increasing. I can think of many reasons why: Maybe it’s too hard, maybe you’re afraid, maybe you’re tired of this, maybe the politics of AIDS or of Shanti Project obscure your view of this work, maybe your best friend just died. While it makes sense to pull away, it also makes sense to come together and enter into a volunteer body which offers recognition of your qualities, your feelings and the commitment to significant relationships making a difference in living with AIDS.

It’s difficult to imagine living in San Francisco and not having some sort of reaction to AIDS. We need your reaction and will pay attention to what you know, how you feel and what you can do with other people to acknowledge their accomplishments in the epidemic. Like the kid on the bicycle, no one has outgrown that need to be witnessed, to have attention paid to them.

Volunteer programs rely on community involvement. And in the community, we have taken care of each other, not only as volunteers but as friends. I want to personally thank the thousands of volunteers who chose Shanti Project as their way of helping in the epidemic. We need people to keep choosing, to keep saying yes to becoming a volunteer. Consider becoming a Shanti Emotional Support Volunteer for just a little while. Your six month commitment will teach you more about yourself, and will give someone on the waiting list an opportunity to be understood and supported. We’re all taking turns. Help us uphold the promise of constancy.

Andrew Pelfini is the Director of Shanti Project’s Emotional Support Program. Trainings occur five times a year — the next Emotional Support Volunteer Training is September 15, 16, 17 and 22, 23, 24. For information on becoming a volunteer, please call 777-2273.
This Week at Shanti

A WEEKLY NEWSLETTER ESPECIALLY FOR STAFF

VOLUME I  NUMBER 23  SEPTEMBER 15-21, 1989

UPCOMING EVENTS

- Tuesday, September 19 from 3-5 will be the
time of our September Staff Meeting. All
staff members are urged to attend as
discussion will include some critical areas.

Small items currently on the agenda in-
clude our security system, recycling,
MIRA's survey of Black gay and bisexual
men, credit union, holiday gift from
Shanti folks, theft and holiday parties.

The major items to be discussed are 1)
Shanti's policy on alcohol/drug use at
Shanti events; 2) The emotional impact
of our work on our lives; 3) Dealing
with IVDU clients.

Because of these important items, the
meeting will begin at 3 p.m. sharp, not
3:30. Be there or be square!

There will be an Emotional Support Vol-
unteer Training over the coming two week-
ends. The number of people going through
the training has increased dramatically in
the last few weeks -- we now have 41 vol-
unteer trainees and 8 community partici-
pants signed up!! We suspect this surge
in interest is related to Andrew's article
in the Sentinel, to Mike and Ali's vol-
unteer recruitment efforts and to Shanti's
increased recent visibility in various
communities. Thanks to everyone for help-
ing to bring volunteers in!

We are also pleased to have several under-
graduate psychology students from San
Francisco State University going through
the training to become volunteer interns.
This will be the first time we have tried
having this many interns.

Please remember that we may be using your
office for POD groups and role plays
during the coming two weekends, so any
confidential or personal material should
be locked up. Thanks!!

- The next People of Color meeting will be
on September 18, 1989 at 4:00 p.m. in the
Board Room.

HEALTH COMMISSION APPROVES SHANTI FUNDING

On Tuesday, September 12 at 12:30 p.m.,
Eric R., Tim and Robbie joined Board President
Doug Holloway at a meeting of the San Francisco
Health Commission where Shanti's funding for
the 1989/90 fiscal year was to be voted on.
This is the same Commission that, a year ago,
heavily scrutinized Shanti and threatened to
withdraw financial support. For this reason,
our crew had spent much time in preparation
and research and were prepared to defend Shanti
from hostile questions and careful scrutiny.

Commissioner Naomi Gray was chairing the
meeting and Shanti's funding was the first
item on the agenda. Michael Bala from DPH
presented the proposal for Shanti funding. To
our surprise, no commissioners had questions.
Commissioners in fact, commended Eric for "the
direction he is taking Shanti in" and for being
responsive to earlier concerns raised by the
Commission. The funding passed unanimously
and was included in the "consent calendar" for
the day.

"This clearly shows some of the changes
taking place in the public's perception of
Shanti", said Personnel Director Tim Teeter.
"The difference between last September's hub-
bub and this year's calm support shows that
we are heading in the right direction".

SHANTI TIGHTENS ITS FALL CONFERENCE
PARTICIPATION

Due to continuing difficulties with
reaching our revenue goals this fiscal year,
additional cost-saving measures are being
taken. Among these measures is an attempt to
limit our participation in conferences,
especially conferences out of San Francisco
where we have to pay travel expenses in
addition to registration fees.

Later this fall, the agency will work to
develop more sound policies and procedures on
determining which conferences we attend, who
attends, and how payment is made. Our current
ad hoc policy won't hold us much longer.
DID YOU KNOW?

- Nancy Wolf is working as a temporary part-time employee in the Emotional Support Department. She is acting as a volunteer coordinator while Doug Victor is on leave. She will remain until November 1. In the event that Doug does not return, the job will be advertised according to the current personnel policies, and will be open for application. Welcome Nance!! And we look forward to Doug's return.

- While George Simmons is on vacation, the 1989 Master Calendar will be with Angelo Mitchner. If you need to make a room reservation or add events to the calendar, please see or call Angelo. The next calendar will be printed on October 16.

- The Jewish High Holidays are upon us and care should be taken to avoid scheduling events and meetings on Rosh Hashanah (Friday evening, September 29–Sunday evening, October 1) and Yom Kippur (Sunday evening, October 8–Monday evening, October 9). Happy New Year to our Jewish staff members, volunteers and clients!

- Information and Referral now has the Directory of HIV Clinical Research in the Bay Area. This quarterly publication contains information on clinical trials, who is eligible, drug name, study title and who to contact. It is compiled by the SF County Community Consortium. If you would like a copy of the directory, please see George in I&R.

- Our own Robbie Fabian was attending the San Francisco Opera on Opening Night when "Stop AIDS Now or Else" made their now infamous visit. He can provide you with a first-person account of what happened, as well as scars to prove he was there.

- Ali Marrero wants to remind everyone of the coming Street Fairs: 24th Street (9/16&17); Folsom Street (9/24); Castro Street (10/1). As of today, Ali has one staff person that has offered their help. There are plenty of slots available!! Call Ali on extension 313.

- Shanti can get $35 (regular $75) tickets for the Mr. Drummer Contest (9/23). See Eric S. before 9/19 for details.

SHANTI TIGHTENS ITS FALL CONFERENCE PARTICIPATION (continued)

Shanti will be represented at key conferences this fall primarily only by Executive Director Eric Rofes. Unfortunately, while many of these conferences would benefit staff members, especially the National AIDS Network Conference, we cannot support people's participation at this time. To compensate for this, Shanti will acquire five registrations for the AIDS Update Conference, here in San Francisco this October 10-13, sponsored by DPH and UCSF. Our hope is that different staff members can share the registrations and attend specific programs. Hence more people will benefit and each person will miss a little bit of their traditional work week, but not the entire 4 days.

If you are interested in attending this conference, please see Eric Shifler no later than September 28 and make the arrangements, if this is possible. He has information for you to peruse.

Other conferences this fall that Shanti Project will be represented at include the American Public Health Association Annual Conference in Chicago (October 22–25) where Shanti will be part of a panel on "Organizational Crisis in AIDS Service Groups", the AIDS Action Council Conference on federal lobbying (Nov. 1) and the National AIDS Network Conference (Nov. 2–5) in Washington, D.C. where Eric is leading a seminar on AIDS executive directors, and the National Gay and Lesbian Task Force Conference Creating Change (Nov. 10–12).

Eric and Ellie will be participating in a very high level conference at the Harvard AIDS Institute in Cambridge, Massachusetts in early November on alternatives to hospitalization, which will study and analyze our residence model.

SHANTI CONSIDERS JOINING CREDIT UNION

Attached to TWAS is a brochure describing Provident Central Credit Union's services. Please read it! This is the Credit Union we are considering joining for staff and volunteers. We will be scheduling a meeting for interested staff with a representative from the Credit Union in the near future, to answer questions you may have before joining.
Several people in Non-Traditional Relationships understand the tax and legal consequences of how they hold title to their assets or the implications of their failure to adequately plan their holdings. Partners who can't or don't want to engage in a traditional marriage face greater hidden dangers than do married couples. Attorney Peter E. Lippett is offering his help in understanding the tax and legal consequences for non-traditional relationships. He will be holding a seminar at San Francisco UC Extension Center, 55 Laguna St., on September 23 form 9:00 a.m. to 4:30 p.m. For fees and more information please call 942-4111. Credit cards accepted.

Shanti Project hosted this year's three day Conference of Gay Asian and Pacific Men on September 2 - 4. The conference was co-chaired by Donald Masuda of the Gay Asian and Pacific Alliance (GAPA) and Rafael Chang of the National Gay Rights Advocate (NGRA). Robbie Fabian gave the welcome address at the opening of the conference and hosted a small brunch for the organizers on the last day.

The conference workshops addressed relevant issues concerning Asian and Pacific men such as the increasing cases of AIDS within the Asian and Pacific communities, representation in major organizations that deal with gay and/or AIDS issues, funding for projects with the Asian/Pacific communities, immigration, and relationship issues. This conference was also a preparation for a National Conference next year.

The Asian AIDS Project will be providing a speakers bureau training this weekend. If any staff person is interested in attending, please contact Mike F. ext 321 by Friday afternoon.

INFORMATION TO WARM YOUR HEART

Monica Dacanay has decided to leave and pursue her interest in illustration. She will also be working with battered women and children. We wish her the best! Any staff interested in being considered for the position of Maintenance Specialist should contact Tim Teeter.

CHRISTINE BUCK ON THE COMMUNITY PARTICIPANT TRAINING

Plans for a redirected October 21-22 Community Participant Training are moving full steam ahead, following a meeting Monday with some of you who have expressed an interest in becoming a part of the planning for this and future trainings.

As most of you know, an effort is being made to tailor the trainings toward health professionals working with people with AIDS. As a result of information collected in my survey of health professionals in the greater Bay Area, we have made two initial changes: (1) changing the name to AIDS Psychosocial Awareness Training, to make it a clearer description of the content (I'm open to more creative suggestions!); and, (2) cutting back the time slightly by eliminating the Friday evening component.

Next week I'll be solidifying the logistics and sending a mailer to health facilities in the greater Bay Area. The team for this training (Robin Rose, Ed Wolf, Jana Rickerson and Carol Klienmaier) will be meeting to look at training strategies.

Thanks to all of you who have expressed interest in becoming involved, or who have given me your historical perspective on the Community Participant Training.

I expect to involve other people in future trainings in an effort to bring in differing perspectives and spread the work (play?) among the various programs here. Please let me know if you are interested or have ideas you'd like to contribute.

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

INFORMATION TO WARM YOUR HEART (continued)

Happy Birthday to David Ehrhardt (9/15) and Holly Smith (9/21).

Welcome back to Jana Rickerson from her European vacation. Gabi Mergel sends her love via Jana.

George Simmons is off to Paris and Rome on September 16. In Paris, he will lay a wreath on Dear Oscar's grave. In Rome he seeks an audience and absolution from His Holiness the Pope...more will be revealed!!
UPCOMING EVENTS

○ The Multicultural Planning Committee will be meeting on Tuesday, October 3 from 5:00 to 7:00. This will be a critical meeting where results of informal needs assessments will be shared and also the committee will prioritize populations for Shanti services.

○ Eric R. will be meeting with clients on Wednesday, October 4 in the First Floor Open Area. This meeting will be used to hear first hand what some of the needs of our clients are.

DID YOU KNOW?

○ Sunday, September 24 was the Folsom Street Fair and a great time was had by all. Shanti sold many sweat shirts and T's. Also, don't forget this Sunday, October 1 is the Castro Street Fair!! Shanti's booth will be located on Market Street between Noe and Castro Streets. Be there or be square.

○ The Mr. Drummer Contest was a great success. As a beneficiary of the event, Shanti Project received very nice words from the "MC". He recognized that Shanti has gone through a very overwhelming experience and has emerged stronger than ever.

○ The International Lesbian and Gay Health Conference will be held on July 18-22 in Washington, D.C. Proposals for presentations are due November 15. See Eric S. if you want to see a brochure.

○ Anyone at Shanti who is presenting at the upcoming Department of Public Health AIDS Conference (October 10-14) is asked to let Holly know as soon as possible. Holly is putting together information for the press on who is representing the Project and on which panel they are participating.

○ Shanti received a call from IGLOO (International Gay and Lesbian Outdoor Organization), which is holding their annual jamboree near Santa Cruz. Some of the members from far away places are seeking housing in San Francisco around the time of the jamboree. IGLOO is seeking friendly folks who could (continued on page 2)

BOARD OF DIRECTORS ELECTS NEW MEMBER

The Board of Directors met on Tuesday, September 26, 1989. This is a brief summary of that meeting.

Three prospective members were introduced to the Board of Directors. There are: John Salazar, Ming Chapin and Evelyn Vedro.

Gayling Gee informed the full Board that the Personnel Policies have been reviewed by legal counsel and that they have suggested a few revisions. The Personnel Committee will discuss these revisions and report back to the full Board at the October meeting.

Donna Davidson of the Volunteer and Direct Services Committee updated the full Board on this committee's meetings. She informed the Board that various meeting were held with staff members of direct service programs. She also stated that the she was very impressed with these managers and their suggestions and input into these meetings.

After completion of the agenda items the Board of Directors adjourned to Executive Session. At this Session the Board passed a motion to increase the number of Board seats to 14 and also elected John Salazar as a full voting member of the Board of Directors

EMOTIONAL SUPPORT GETS 29 NEW VOLUNTEERS

29 volunteers graduated from the volunteer training last weekend. They will be going into four new support/supervision groups Emotional Support will also be holding an orientation evening for the new volunteers next Monday. Among the 29 volunteers are three undergraduate students from San Francisco State University who will be working in the office as interns, in addition to their responsibilities as volunteers. They will be supervised by Jana Rickerson.

WESTINGHOUSE FOUNDATION AWARDS 3 SAN FRANCISCO ORGANIZATIONS GRANTS TOTALLING $30,000

The Trustees of the Westinghouse Foundation have approved grants to three San Francisco organizations announced Carolyn Wean (continued on page 2)
DID YOU KNOW? (continued)

put a person up for a night or two while they visit The City. If you can help out, even with floorspace for a sleeping bag, call Brett Sherman at (408) 427-2722.

A benefit performance for Shanti Project of The Normal Heart by Larry Kramer will be held on October 14, 1989 at 8:00 p.m. at City College of San Francisco Performing Arts Theatre, 50 Phelan Avenue (at Ocean Ave in the Ingleside District). The tickets are $10.00.

The Jewish High Holidays are upon us and care should be taken to avoid scheduling events and meetings on Rosh Hashanah (Friday evening, September 29-Sunday evening, October 1) and Yom Kippur (Sunday evening, October 8-Monday evening, October 9). Happy New Year to our Jewish staff, board, volunteers and clients!!

INFORMATION TO WARM YOUR HEART

There's a flurry of activity going on around Craig Barnard's desk. He's going to Europe for most of October - there's backpacks to borrow, Eurail passes to buy, Spartacus Guides to consult -- what's a boy to do? We'll miss him.

Christine Buck wants to thank all of you who helped in the last minute rush to get out the mailer for the October 21-22 Psychosocial Awareness training. Special thanks to Sandra for her patience and promptness with the repeated changes, to Peter for pulling the address labels, to Al and Mike for finding volunteer help, and to Katherine and Ramon for getting the mail out. We sent out 700+ fliers and are eagerly awaiting the response. Keep your fingers crossed.

Happy Birthday wishes go to Bert (BO) Bloom (10/2) and Jack Ingram (10/4). Happy Birthday guys!!

Anniversary wishes go to Joe Healy and David Ehrhardt who celebrate four years at Shanti on October 1 and also to Ali Marrero who celebrates her second anniversary with Shanti on October 1.

Westinghouse (continued)

Vice-President and General Manager of KTVU Channel 5, Group W Television, Inc. station in San Francisco.

The Shanti Project received a $15,000 grant for creating the position of Support Group Supervisor, who will have overall coordination responsibilities of the emotional support groups for people with AIDS and their families and loved ones.

The San Francisco AIDS Foundation received a $10,000 grant and the San Francisco School Volunteers received a grant totalling $5,000.

NEWS FROM THE PERSONNEL DIRECTOR

Positions currently available on staff are: Bookkeeper/Secretary, Finance; Maintenance Supervisor, Operations; Maintenance Specialist, Operations; SFCH Shanti Counselor, SFCH Shanti Counseling. If you are interested or want to refer someone, please see Tim.

Some of you have had questions about carrying over more than one week of vacation into 1990. It is possible to do that if you are planning an extended trip or vacation. To request carrying over more than one week, write a memo to Tim (with a copy to your department manager) stating:

1. How much additional time (more than one week) you want to carry-over.
2. Purpose for carrying it over (eg, trip to Europe, pilgrimage to Mecca).
3. Date by which the days will be used.

These requests require Eric R's approval, so Tim will forward them to him and get back to you. A reminder: This process is not intended to make your life more bureaucratic - the intent of the policy is to encourage you to use your vacation each year. We all need it!!
UPCOMING EVENTS

- The next Staff Meeting will be held on Monday, October 30 from 3:00 to 5:00 p.m. Tentative Staff Meeting dates of November 28 and December 12 (both from 3:00 to 5:00 p.m.) have also been set.

- Shanti will host a Thank You Party for Miguel Rovirosa on Thursday, October 12 at 4:30 p.m. in the Board Room. Miguel and his lover John have been important contributors to Shanti advertising, public speaking, and feature news coverage over the last two years. Miguel’s lover John passed away and Miguel has decided to return to his hometown of Miami. All staff and volunteers are encouraged to attend this event to thank Miguel for his contributions to Shanti. Contact Greg Day (ext 357) if you would like to help organize this event.

- All interested staff are invited to a meeting on Wednesday, October 11, 10:00 - 10:30 a.m. in the second floor conference room, to discuss decorations for the upcoming holiday season. The decorations for the Client/PWA Holiday Party and for "525 Howard" end up being the same, since the party is in the building. We’re going to do our very best to incorporate the wishes of both staff (who "live" here) and clients (after all, it’s really "their" party). We’d really appreciate your input. If you are unable to attend, but have ideas or opinions, please give Joe Lane a call at ext. 311.

DID YOU KNOW?

- Update on vacation carryover. The procedure for requesting vacation carryover was in last week’s TWAS’s. One further note: If you want to make this request, please let Tim know by 12/1/89.

- Open Positions. Positions still open are Maintenance Supervisor, Operations; Maintenance Specialist, Operations; and, SFGH Shanti Counselor, SFGH Shanti Counseling. If you are interested or want to refer someone, please see Tim.

- Maria Dormido has been rehired as bookkeeper/secretary in charge of payroll, accounts payable, and other administrative duties. Maria will be with us until the end of March 1990 and has agreed to train a new person before she (continued on page 2)

SHANTI EXECUTIVE DIRECTOR MEETS WITH SHANTI CLIENTS

On Wednesday night, October 4, Executive Director Eric Rofes and members of the Board of Directors Direct Services Committee -- Gayling Gee, Donna Davidson, Amy Eggers and John Fulton -- met with PWAs utilizing Shanti services. This is the third meeting held to promote exchange between clients and the Executive Director and the first involving Board members.

The meeting was very positive and discussed various issues, including a substance use policy at PWA activities, additional funding for scholarships to our activities, whether or not Shanti should be involved with "political" issues, and services for people with HIV infection vs. services for people with AIDS. Rofes told This Week At Shanti, "I felt very positive about the meeting and the clients expressed particular appreciation to have Board members present. Among the things I came away from the meeting with were strong feelings about scrutinizing additional services to people with ARC, a sense that people were open to holding some alcohol-free events as part of the Activities Program, and a real appreciation for the work that Joe Lane does. I was very encouraged by the meeting. I liked the pizza too."

SHANTI HOSTS PWA LOUNGE AT CONFERENCE

The organizers of the Sixth AIDS International Conference and the Community Task Force have chosen Shanti Project to coordinate the PWA Lounges at the conference in June. The Red Cross will assist Shanti by providing the medical personnel and equipment on site and Shanti will provide the emotional and practical support coordinators/counselors/volunteers.

There will be a PWA Lounge at the Moscone Center where the plenary sessions and the workshops will be held and at the Marriott Hotel where central registration, exhibits, and CBO booths will be situated. The lounges will have large screen TV’s which will enable PWAs to watch the telecast of the conference proceedings from the lounge.

(continued on page 2)
leaves. Robbie said, "Maria worked with me for a month and a half when I first joined Shanti in May. She is very competent, has a good eye for detail, and is extremely supportive. Also, because these are very crucial months, hiring Maria back relieves the department of having to train someone at this point."

**PWA Update Deadline.** The deadline for submissions for the November/December issue of PWA Update is Monday, October 16. Please get any announcements, articles, calendar listings to Joe Lane by that date.

**The Residence Program** declared October 3rd as "pitch-in" day for the newly emerging "Twenty-Four Hour Care Home." Everyone decided to lend a hand to Maintenance, which has been maxed-out with Jack Ingram the only staff currently in that department. Residence hopes to open the 24 hr. care home in collaboration with Visiting Nurses and Hospice (VNH) by mid-October.

**Production of the December/January Eclipse is underway.** The deadline for all copy is Friday, October 13th. Shanti calendar of events entries for December/January, the Needs list for volunteers and equipment and events for the Happenings section should be submitted to Greg Day by October 13th.

**Someone has borrowed Eric R.'s copy of his "Bible" -- The Addictive Organizations, by Anne Wilson Schaef.** If anyone knows who has it or where it is, please leave a note.

**The Castro Street Fair** was a great hit! Thanks for the great show of support from our volunteers, staff and Board members. We handed out 1,000 brochures and volunteer information fliers.

Ali wants to extend a special thank you to Jerry Weaver, ES Volunteer, for being there at 8:00 a.m. to help with setup at both the Folsom and Castro Street fairs.

**Ali Marrero** has also been doing recruitment/information table at the San Francisco State University AIDS Information Fair that is being held this month at the Student Union Lounge on campus. The dates for the next tabling at this event are Monday, October 16 from 10:00 a.m. to 7:00 p.m. and Thursday, October 19 from 10:00 a.m. to 3:00 p.m.

**The Jewish Community Center** has offered Shanti Project Corporate Membership with 50% off their yearly membership price. If we can get 10 or more staff or volunteers to join, the cost would be $225 per year (single person) and $325 per year (couple or family). Definition of couple is two adults. Definition of family is one or two adults, plus 1 or 2 children below the ages of 17 yrs. November will be application month for Shanti, so if you’re interested call Ali.
(Did You Know? continued)

- For decades, the post of Surgeon General of the United States has been a ceremonial one. All of that changed, however, when a conservative doctor from Philadelphia was appointed to the position in 1981. KOED takes a look at the illustrious term of C. Everett Koop when NOVA presents The Controversial Dr. Koop, Tuesday, October 10, at 8:00 p.m. on Channel 9.

- Announcing The 1989 Medical-Legal Symposium - Healthcare Rationing: What Does It All Mean? Featuring a panel of distinguished figures representing medicine, law, patients, and government. On November 1, 1989 6:30 to 9:00 p.m. at UCSF Laurel Heights Auditorium, 3333 California St., San Francisco. Contact Steve Heilig at 567-6230.

- Community Spirit Art Program (CSAP), which offers ongoing art events and activities to boost positive morale during the AIDS epidemic, is seeking submissions for its February 1990 art symposium. Contact Ken Rackow (626-3368) for more information.

- October 7 - The Alliance, presents its 6th Annual Civic Achievement Awards Dinner. 7 p.m. cocktails, hosted by SF Board of Supervisors, 8 p.m. dinner in the Hyatt Grand Ballroom, black tie optional. Call 821-6116 for more information.


- October 11 - Longtime Companion, feature film about the effect of the AIDS crisis on relationships between gay men, screens as part of the Mill Valley Film Fest.

- October 11 - Shanti Volunteer Opportunities Mtg. come talk to Shanti volunteers, find out about volunteer opportunities. 7-8:30 p.m., 525 Howard St.

- October 11 - An Evening of Self-Healing, facilitated by Niro Astent, presented by the Foundation of SHARE, 7-9:30 p.m. Info: 824-7684.

- October 11 - National Coming Out Day, take your next step! The gay, lesbian, bisexual organizations at University of California hold a national coming out day rally, noon - 1:00 p.m. Info: 642-6942.

(continued next column)
Shanti Project Bounces Back; Gets $1.27 Million from City

by Karen M. Everett

Shanti Project, rocked by a scandal last year that temporarily denied the AIDS agency critical funds from the San Francisco Health Commission, has received $1.27 million from the commission without a hitch.

"We worked hard to prepare (to go before the commission), thinking we might be heavily scrutinized again," said Eric Rofes, the agency's executive director since April. "We were in and out of there in 30 seconds. That's a really positive sign for me that the agency is recovering."

According to Health Commissioner Jim Foster, the unanimous vote on Sept. 12 indicates the commission's confidence in the leaders at Shanti."

Six months ago Rofes replaced former director Jim Geary, who resigned after being investigated by the San Francisco Human Rights Commission for alleged mismanagement, sexual harassment and discrimination. Geary's stormy departure in October tainted the reputation of the internationally renowned AIDS charity. Volunteerism dropped dramatically, private donations fell about 40 percent and the Health Commission voted in September to temporarily withhold part of Shanti's city financing until the embattled agency "cleaned up its' act."

Since then, Shanti has worked hard to regain credibility. Its once tarnished reputation among city AIDS services and in the gay community has brightened, and the number of desperately needed donors and volunteers is rising. "I think Shanti has done a remarkable job in the last year," said Pat Christen, director of the San Francisco AIDS Foundation.

"By focusing on the services that no one else in the AIDS community can provide, and by letting go of others, they have refined what they've been doing," Christen said that Rofes and Shanti board President Douglas Halloway nursed the agency through a period of bad publicity "with a great deal of integrity. If anything we need to continue to be supportive of Shanti."

In order to pull the agency out of deficit, Rofes cut in July an entire level of senior management—the equivalent of 10 full-time jobs—which saved the agency $200,000. Rofes said the staff cut placed a "significant strain" on the remaining employees, who along with 500 volunteers service 1,300 clients in five programs.

Like many services in the city's overburdened AIDS network, three of Shanti's key programs—the residency service, emotional support service and practical support service—have client waiting lists. Rofes says the agency still needs an influx of 50 volunteers a month to handle its caseload.

"The good side is that I see people's willingness to come back to Shanti as volunteers, donors and clients," Rofes said. "The risky part is that people expect changes to take place in just a few months. It's going to take much more time."

But Rofes says he is "optimistic" that the goals he has set for Shanti's recovery are well on their way to being achieved by January 1990. Since July he has already moved the agency's budget out of the red.

And next month Rofes will present to the board of directors a plan to adapt the agency to the changing racial demographics of the AIDS epidemic. He said that the agency may have to prepare for the situation, and he plans to focus on "diversity and outreach being a major focus of Shanti." Rofes noted the respect of other AIDS agencies that make up the network in San Francisco and their work in providing "all" of the services.
ROFES ANNOUNCES TRANSITION IN DEVELOPMENT AND FINANCE

Shanti Project Development Director Rich Reidy informed Executive Director Eric Rofes this week that he would be moving on from Shanti at the end of the year.

"Rich has a lot to be proud of," said Eric Rofes. "He has seen the agency through a very difficult year and a half and has managed the Development Department from a period of crisis into our current period of growth. He can be proud of his leadership and his commitment. Raising money for Shanti Project during the past year and a half has not been easy. Rich stuck with us and saw us through the tough times."

"I feel good about my time at Shanti Project," said Rich Reidy, "and now it's time to move on. It has been a very challenging period for the agency and for myself. I know that I have grown tremendously from the experience. I am especially grateful for the strong and steady leadership our board has shown, particularly the chairman, Doug Holloway. I am convinced it was providential a leader of his caliber was here to guide the agency through stormy times. I also want to acknowledge the help I received from our new executive director. Eric's counsel and encouragement have been for me personally and professionally a great inspiration during the trying period from which Shanti is just now emerging. I also want to acknowledge the great good fortune I have had in working with a wonderful group of men and women -- donors, volunteers, clients and staff. I am extremely proud to have been, and I hope I shall always be, part of the Shanti community."

Eric Rofes announced that, as of November 1, Robbie Fabian would become Director of Finance and Development for Shanti Project. "While Robbie intends to manage Finance and Development as separate departments, this opportunity gives us the chance to further streamline administration," said Eric. "Robbie's strong background in both Finance and Development will be put to good use at Shanti in this new position."

"I'm excited about the new challenge," said Robbie Fabian. "I look forward to working with Rich during the transition and learning the ins and outs of the Development Department. I intend to promote a closer, cooperative relationship between our staffs."

Board Chairman Doug Holloway said, "Rich has contributed much to Shanti Project and set up systems and planning that will continue after he leaves. We are in a more stable Shanti Project and set up systems and planning that will continue after he leaves. We are in a more stable period now than a year ago, and we can thank Rich for his contribution to our increasing fiscal health."

SHANTI WOMEN RETREAT TO WILDWOOD
by Ellie Cousineau

Thirty some odd (really odd) women baptized our first Women's Weekend at Wildwood (WWW) October 6-8. The group included several Shanti staff, their friends and lovers, Shanti volunteers, and other women involved in community AIDS services.

The weather was perfect. Exotic foliage and flowers were in bloom. The food reduced us to moronic sighs of fulfillment. A certain staff member provided nightclub entertainment a la heart and soul. Others danced shamelessly. We became narcissistic caricatures of our former selves. A typical Wildwood weekend.

The next WWW will be in April. Plan to come and you too can have that born-again experience. Move over, Tammy Faye.

COMMUNITY TRAINING UPDATE

New opportunities for trainings have surfaced in the past several days. We have been asked to provide a short psychosocial segment to the Alameda County fire, ambulance and law enforcement folks on (continued next page)
December 1, as part of a training by the AIDS Project of the East Bay. Do any of you have experience with this population who would be willing to work with Christine Buck on developing a brief program?

Shanti has also been asked by San Quentin to meet on November 6 to discuss a training for next spring for parole officers who work with people newly released from prison. They would like to have training on how the needs of a person with AIDS in that situation might differ. Anyone out there with experience with prisons and AIDS issues?

Christine is also negotiating with Alta Bates Hospital in Berkeley, to do a one day training for their nurses in January.

Plans for the AIDS Psychosocial Awareness Training on October 21-22 are going well. Although the response has been small to date, there does seem to be strong interest in the program, and the training group has done a great job of developing creative ways to reach the audience. If you know anyone who could benefit from this training, please tell them about it.

**SHANTI PRESENTERS AT NATIONAL AIDS UPDATE CONFERENCE**

Various Shanti staff and board members are presenters at the National AIDS Update Conference currently being held at the Civic Auditorium.

*Ed Wolf* will be a participant on a panel which will discuss hospital based psychosocial services. This presentation will be about the contributions of a peer-based counseling support model integrated into a dedicated in-patient AIDS unit at San Francisco General Hospital since 1983.

Panel participant *Ali Marrero*, will provide input about the recruitment, motivation and retention of community volunteers to provide AIDS-related direct services to people living with AIDS, and their loved ones.

*Ellie Cousineau* will also be a panel participant discussing housing services for the homeless. This presentation will be about the 6-year-old Shanti Project cooperative housing model for people with AIDS, including discussion about the advantages and perils of an independent living model for the HIV infected.

Executive Director *Eric Rofes* will be a panel participant discussing the politics of AIDS - a community based perspective. This presentation will discuss the challenges which face AIDS service organizations in addressing explicitly political issues. Such as, should service groups be political? is it possible not to be political?

Board member *Amy Eggers* hosted the people living with AIDS/ARC social on Wednesday and today she will be a panel participant discussing the HIV Challenge! A Call to Action. Her discussion will focus on her role as an HIV infected women sitting on the Shanti Project Board of Directors, the need for more services for women with HIV infection and her involvement in the Wedge Project.

**UPDATE FROM PERSONNEL**

Congratulations to *Jack Ingram*, our new Maintenance Supervisor. This is a new position, reporting to Angelo Mitchner. Jack will continue to have direct responsibility for residence maintenance and will also supervise two Maintenance Specialists. *Kat Buell* is our new Maintenance Specialist. She has been working in residence maintenance as a temporary employee, and has now joined the staff. Also new to Shanti is *Ken Siebert* who will be starting next week as Maintenance Specialist.

The one open position on staff is part-time Counselor at San Francisco General Hospital.

Three temporary staff were hired last week to fill in for the month of October for regulars on leave or vacation. They are *Philip Ford* who will be filling in for Craig as ES/PS secretary. *Patricia (Pat) Canon* will be filling in for Adelaida as ES/PS data entry secretary. *Alex Martinez* will be filling in for Eduardo as an ES volunteer coordinator at half-time.
**UPCOMING EVENTS**

- National Association of Service Workers will be meeting at Shanti Project tonight, October 13 from 5:00 to 7:00 p.m.

- The San Francisco Model Meeting will be held at Shanti Project on Thursday, October 19. This will be an all day meeting so staff should be aware of this fact.

- The People of Color Advisory Committee will be meeting on Monday, October 16 from 4:00 to 5:00 in the Second Floor Conference Room. Agenda items should be directed to Ali.

- The AIDS Psychosocial Awareness Training will occur on October 21 and 22.

**DID YOU KNOW?**

- The Sentinel interviewed Eric Rofes, Gail Winston and Tim Teeter on the subject of support Shanti provides its staff in working in and AIDS organization. This interview will be part of an article on the subject of support for people working in AIDS care.

- Danny Castelow will be on vacation in Amsterdam (October 16-27). Joe Healy will be the Acting Practical Support Director.

- A "Report Back by Old Lesbians of the Community" will be presented on Wednesday, October 18 at 7:30 p.m. at the Women’s Building. West Coast Celebrations was the second gathering by and for lesbians over 60. These sisters are inventing their own aging by refusing the lie that it is shameful to be an old woman. Come hear their path finding discussion of issues of personal and political empowerment.

- October 13 - *Threads: Stories from the Quilt* is a new documentary directed by Rob Epstein & Jeff Friedman. Tonight's SF premiere is a benefit for the Names Project and the Frameline/AIDS Film Project. The film will be at the Castro Theatre. Call 861-5245 for details.

- October 14 - *A Cultural Eve* in support of Women with Cancer features Linda Tillery and her band. At Wheeler Hall, UC Berkeley. Call 548-9272 for details.

- October 14 - Mujerio, the Bay Area’s Latina lesbian organization, invites you to a Sizzling Salsa Sour Celebration Dance to benefit the 1st annual Northern California Latina Lesbian Encuentro at 59 Grand Ave. in Oakland. Call 587-7384 for details.

- October 15 - Comic Danny Williams host Kairos House's 2nd Annual Celebration of AIDS Caregivers at the Green Room. Call 861-0877 for details.

- October 16 - Who Heals Introduction Evening, facilitated by Niro Asistent & Amitabh, 7:30 to 9:30 p.m. free at Quan Yin Healing Arts Center, 1748 Market Street. Call 824-7684 for details.

**INFORMATION TO WARM YOUR HEART**

- This will really warm your heart — George Simmons returns from a month’s vacation in Europe on Monday, October 16.

- Happy Birthday wishes go to Ali Marrero who celebrates her birthday on October 16.
SHANTI PROJECT Responds Rapidly to Earthquake

Despite a lack of space, electricity and official phones, Shanti Project responded rapidly to the earthquake on Tuesday and created an action plan designed to respond to the needs of PWAs in San Francisco.

The quake occurred on Tuesday, October 17 at 5:04, as the offices were closing for the day. Ramon Sanchez, Holly Smith, Tim Teeter, Mike Frederickson and other staff ensured that offices were secured and that East Bay staff members found transportation or housing for the evening. The building immediately lost electricity and phones.

Later that evening, once information on the extent of damage became known, Executive Director Eric Rofes, working with key staff members by telephone, arranged to call off work on Thursday except for a skeletal crew which would come in to the office and deal with client calls - if the phones were working again. Eric also began calling other AIDS organizations to work towards a system-wide response to PWA needs during the aftermath of the earthquake.

On Thursday at 9:00am, over a dozen Shanti staff members and volunteers arrived at the offices which Joe Lane opened at 8:00am. Because phones and electricity were down - and because gas leaks were possible in the heavily damaged South of Market neighborhood - those assembled came up with a two-part plan. A Shanti "nerve center" would be set up at Eric Rofes' apartment while ten teams of staff members and volunteers would go to their own homes and attempt to reach by telephone as many of our clients as possible. Phone team coordinators included Mike Frederickson, Tim Teeter, Richard Feigner, Angelo Mitchner, George Simmons, Eric Shifler, Catherine Clark, Joe Lane and Joe Healy. Between 10:00am and 2:00pm, attempts were made to call almost 1,400 Shanti clients.

Some teams were able to reach the vast majority of their assigned clients and others reached very few. This was caused by constant telephone difficulties and by the fact that many clients had already moved to the homes of their friends or Shanti volunteers.

Shanti Coordinator of PWA Activities Joe Lane said, "From our phone calls, and from what I could tell by running into our clients in the Castro neighborhood, it seems that the vast majority weathered the quake rather well. We were also able to get in touch with most who had signed up for tickets and events for this week. I sensed that our efforts at staying in touch were very much appreciated."

Most clients reached by phone appeared grateful for the contact but had no emergency needs and most had already heard from their volunteers. Executive Assistant Peter Niland, who was staffing the phones, along with volunteer Philip Morgan, at the "nerve center" said, "The major things we had to deal with included some PWAs who needed food, which we were able to arrange through the great efforts of Open Hand. Others needed emotional support and Gail Winston from our Emotional Support Department was able to help. One woman was wheelchair bound and had a bookcase toppled over, so we sent over a volunteer to help clean up. Some others had medical needs and volunteer nurses were able to come to their aid."

At the same time, Shanti's Residence Program sprang into action. Within an hour of the quake, the majority of the houses had been checked for structural damage by Maintenance Coordinator, Jack Ingram. Residents were given much reassurance and continued to be checked by phone and in person for the next three days. There was some structural damage to House #1 and residents were moved into the then-vacant House #3 (which was empty and being readied for the 24-hour care residential program starting the end of October). Jack Ingram and Residence Advocates Bert Bloom and Bea Blum, Family Housing Coordinator Nan Schlosberg and Administrative Assistant Gail Golden played major roles in supporting the residents. Residence Director Ellie Cousineau coordinated the ongoing response to Shanti homes.

Other emergency services were provided by Shanti staff and volunteers. Peter Carley kept one van operating for PWA medical emergencies during the two days after the quake. San Francisco General Hospital Shanti Counseling Director Robin Rose and her staff maintained ongoing support for the 35 clients at the hospital during the earthquake's aftermath.

Shanti staff members also made phone calls to over two dozen local HIV service organizations, in order to keep abreast of the status of our service delivery system. Open Hand was operating at amazing levels, providing their daily meals to their PWA clients, additional meals to new PWAs, and thousands of lunches and dinners for quake survivors at the Marina, Moscone and Oakland relief sites. SF AIDS (continued on next page)
Foundation suffered visible building damage to both
their sites and were not able to operate the hotline or
foodbank on Wednesday or Thursday. Visiting
Nurses and Hospice set up temporary quarters at
Pacific Presbyterian Medical Center and Coming
Home Hospice operated smoothly through the
earthquake's aftermath. Santa Cruz AIDS Project ex-
perienced little damage to their facility, despite the
heavy damage in the area.

On Thursday, Shanti staff members and volun-
teers were urged to provide assistance to earthquake
survivors at the Red Cross Relief Centers and several
dozen individuals staffed shifts, handing out blankets,
serving meals, and providing emotional support to
homeless people. Shanti Receptionist, Catherine
Clark said, "I spent all afternoon Thursday bringing
food and medical supplies to PWAs in the Marina
District and Tenderloin. These men were trapped in
highrise homes without electricity. They had no way
to climb the many flights of stairs and no energy to
carry the groceries they needed. They will need con-
tinued support as it may be many days or weeks
before their gas, hot water and electricity is turned
back on."

Gail Winston, Shanti's Clinical Coordinator and
Andrew Pelfini, Director of Emotional Support,
began to organize in preparation for offering emo-
tional support groups for survivors which Shanti has
made available to the public at large. Groups will
meet on Wednesday evenings October 25 and Novem-
ber 1 at 7:00-9:00pm. Grief and crisis phone coun-
seling by Emotional support Volunteer Coordinators
and Program Director is also offered daily from 9:00am-
5:00pm.

Thanks go to all Shanti staff members and volun-
teers for working beyond the call of duty and for
responding with calm and care during a time of great
stress. Thanks are also due to our answering service,
Grand Central, especially Gordon and Nancy and
other operators, who took all Shanti calls in addition
to their already heavy load during the day on Wed-
nesday and Thursday. Their efforts allowed us to
hear from clients directly about emergency needs, as
well as receive important calls from other sources.
Eric stopped over there on Thursday and delivered a
bouquet of flowers to say thanks for their efforts.

Next week's issue of "This Week at Shanti" will in-
clude your stories from the quake. If you would be
so kind at to jot down interesting information or
anecdotes (Where were you when it struck? Did you
volunteer with the Red Cross or Open Hand? Did
you deliver food to clients or give emotional support?
etc.), please send them to Eric Shifler by Wednesday,
October 25.

**UPDATE FROM PERSONNEL**

**QUAKE TIME.** For those of you who were
scheduled to work on Wednesday and Thursday,
10/18 and 10/19, but did not work due to quake-
related reasons, record the time as "quake time" on
your timesheets, and indicate the number of hours
you were scheduled to work. This time will be paid
as if it were worked. Sorry - this does not apply to
those of you who were on vacation for those two
days.

Our only open position is the half-time counselor job
at San Francisco General Hospital.

Today Tim will distribute the fourth draft of our per-
sonnel policies for your review. There have been
substantial wording changes which will be explained
in a cover memo. These changes have occurred fol-
lowing legal review of the policies. All staff who are
interested in attending a discussion session on the
policies are invited to the Board Room on Wednesday,
October 25th from 2 to 3pm.

**UPCOMING EVENTS**

- **The Board of Directors** will hold their monthly
  meeting on Tuesday, October 24 at 6:15.
- **The Shanti Project AIDS Psychosocial Awareness
  Training** will occur on October 21 and 22.
- **The regularly scheduled Manager's Meeting** will be
  held on Thursday, October 26 from 9:00-11:00am.
- **The next meeting of the full staff** will be Monday,
  October 30 from 3:00 to 5:00pm.

**DID YOU KNOW?**

- **Eduardo Ramirez** will be flown by the US
  Government Information Office to Washington,
  D.C. on October 20th to film a video about AIDS
  and support services to be shown throughout the
  Spanish-speaking countries of the world. Rompa
  Una Pierna, Eduardo!

- The earthquake resulted in the cancellation of
today's Seminar Series for Managers. All managers
should note that this month's seminar will take
place during the already-scheduled seminar time
on November 16 at 10:30am, here at Shanti
Project.
• Development has a busy weekend planned with Kimo’s sponsoring a fundraiser for Shanti on Friday, October 20, at 10:00pm. The show will feature Michael Angelo, Cocatella and the Girls doing their best to entertain in their ever so eccentric way. There will be a $5 cover charge at the door.

Also, the Mint will be sponsoring a benefit for Shanti Project on Saturday, October 21, at 9:00pm, premiering a video production of the play "The Odd Couple." Should be a lot of fun, so come to witness the oddities of this comedic production. Donations are $3.

COMMUNITY EVENTS

(Because of the "big E," it is suggested that you call before attending community events listed here to ensure that they will be happening as announced.)

• The Diablo Light Opera Company in Walnut Creek presents La Cage Aux Folles starring our own Joseph Taro beginning October 20 and continuing through November 25 at the Civic Arts Theatre on Thursday, Friday, and Saturday evenings as well as Sunday Matinees in November. For more information call the theater box office at 943-5862.

• In case you’re an art enthusiast, The Artists of Hunters Point Shipyard are presenting their OPEN STUDIO weekend on October 21 & 22, 11am-6pm. Over 110 artist’s studios will be open to the public - you can see all sorts of creative expression! Hunters Point shipyard is off Evans, which becomes Innes and ends at the gate. Signs will clearly mark your way from that point. Great idea...and it’s free...unless you decide to buy some art.

• On November 11 & 12, the conference "DYNAMICS OF COLOR: Building a Stronger Lesbian Community, Combatting Racism, Honoring Diversity" will be held at Mission High School, 3750 - 18th Street. The purpose of the conference is to increase our community’s common understanding of what racism is, acknowledging our cultural differences and how they are used to divide us.

The Dynamics of Color sponsors, Lesbian Agenda for Action and Bay Area Lesbians of color, have been active in the Bay Area community seeking ways to keep the dialogue between cultures open. The conference has been organized by Asian Pacifica, Latina, Native American, Black, White and disabled sisters. Registration fees are on a sliding scale of $20-40 each person with scholarships available.

In addition to workshops, presentations, and panel discussions, the conference will sponsor a number of cultural events including art exhibits, films, a dance, and entertainment. To register or for more info about the conference or any of the sponsored events, call (415) 552-5677.

• The Living/Dying Project is offering Healing Our Lives training programs for those wishing to deeply explore the attitudes and states of heart/mind necessary for compassionately and consciously working with people in acute stages of life transition such as cancer, AIDS, and other illnesses. There will be two training groups: October 21 and 22, Saturday and Sunday, 9am to 5pm in San Anselmo and on November 4 and 5 at Hospice by the Bay in San Francisco. To register, please call Riley Miller at 488-4617. $100 registration fee.

INFORMATION
TO WARM YOUR HEART

• Birthdays this week are: Craig Bernard on October 21st, and George Simmons (who must be getting too old to continue playing Peter Pan) on October 24th. Happy birthday you two!

Quake Memorial Concert
Sunday in Golden Gate Park

The San Francisco Symphony and the San Francisco Opera will combine for a memorial performance of Beethoven’s Ninth Symphony at 2 p.m. Sunday afternoon on the south side of the Polo Field in Golden Gate Park.

"This is a concert that we would like to be able to do for the citizens of San Francisco, that symbolizes the spirit of San Francisco" after the earthquake, said Symphony spokeswoman Susan Bakhshas. "We are survivors, and we can find new hope."

Herbert Blomstedt, who canceled an out-of-town engagement in order to remain in San Francisco, will conduct the San Francisco Symphony and Chorus, together with members of the Auxiliary Opera Chorus. The vocal soloists from the Opera will be announced.
BOARDS OF DIRECTORS ELECTS TWO NEW MEMBERS

The Board of Directors met on Tuesday, October 24, 1989. This is a brief summary of that meeting.

Two prospective members were introduced to the Board of Directors. They are Mary Ann (Ming) Chapin and Grant Horne. The full Board adjourned to Executive Session and returned with a unanimous vote for the election of Ming and Grant as full voting members.

Gayling Gee informed the full Board that the Personnel Policies are in the final draft form and asked for a motion for the full Board to vote on adoption of the Personnel Policies. The motion was made and passed unanimously. Personnel Director Tim Teeter informed the full Board that he will meet with staff on Wednesday, October 25, 1989 to discuss the Personnel Policies with staff.

Eric Rofes informed the Board that he has accepted the resignations of both Development Director Rich Reidy and Operations Director Angelo Mitcher. Also, Eric gave the Board an update how Shanti staff handled and helped Shanti clients and other earthquake survivors during the days following the earthquake.

The November Board Meeting is scheduled for Tuesday, November 28, 1989 at 6:30 pm.

JOIN SHANTI’S HOLIDAY GIFT-GIVING TO SOUTH AFRICA

During the holiday season, it feels good to take the time to remember those agencies whose efforts may be even more challenging than our own. This season Shanti Project’s staff members are spearheading a drive to raise funds that we can contribute to the Township AIDS Project in Soweto, South Africa.

We learned of this unique project during the recent visit of Simon Nkoli to San Francisco. He is a Black anti-apartheid gay activist who has been imprisoned for this activism. He is also a moving force behind the Township AIDS Project which is the only effort taking place currently to educate Black people in the Black townships in South Africa about HIV prevention. The white government has put no funding into AIDS prevention among Black people in South Africa.

"The Black community has not been informed about the danger of AIDS”, said Nkoli, adding that official statistics claim that no Black people have AIDS in South Africa. "How can that be true?" he asked. The Township AIDS Project is currently operating on very little funding and educates people in Soweto through one-on-one sessions, as well as home parties where AIDS is explained, condoms are discussed and routes of HIV transmission are recounted.

We are inviting all supportive members of Shanti’s staff, volunteers, Board and clients, to make a contribution this holiday season. Michael Pozar and Tim Teeter will serve as staff coordinators. Checks should be written to “Shanti Project” and should be noted for “Township AIDS Project”. Checks or cash should be sent to Shanti Holiday Gift Campaign, 525 Howard Street, San Francisco, CA 94105.

The total amount will be announced at Shanti’s Gala Holiday Party on December 17, after which it will be sent off to the Soweto-based project.

UPDATE FROM PERSONNEL

We are still looking for a part-time Counselor at San Francisco General Hospital.

For those of you who have not heard, Angelo Mitcher resigned his position as Director of Operations last (continued on page 2)
UPCOMING EVENTS

- The Shanti Project AIDS Psychosocial Awareness Training. Despite what you read in last week's TWAS, the Shanti Psychosocial Awareness Training was not held last weekend, because of the earthquake. It has been rescheduled for November 11-12. This will be the first training where we have had continuing education credits available for nurses. If you know people who are caregivers, especially health professionals, who might be interested in attending, please let them know, or give their names to Christine for follow-up.

- The PWA Activities Program invites everyone to their Halloween Party on Tuesday, October 31, 1989 from 5:00 to 7:00 pm. The tradition is that staff wear costumes all day!

- Employee Benefit Banking. Find out about a new banking benefit from Wells Fargo -- Valued up to $350 per employee! Employees can receive special offers on checking, credit card, home mortgage, loans, and more. The meeting will be held on November 7, 1989 at 2:00 pm in the Board Room.

- The Board will host a Holiday Dinner for staff on Sunday, December 10th at the Hayes Street Grill. The evening will start around 5:00 pm with a social and cocktail hour, followed by dinner at around 7:00 pm. We'll confirm the exact times when they are available, as well as provide staff with other information about the dinner. Mark your calendars!

- ONCE AGAIN the MINT will be sponsoring a comedy show October 27, 1989 at 10:00 pm. The show will feature comedians Scott Capuro, Maureen Brownesey and Marga Gomez. This benefit for Shanti Project will also have a drawing with special prizes which range from dinner for two at Bull's Texas Cafe to a free round trip ticket to Vancouver for two. So come witness this production. Donations are $4.00.

DID YOU KNOW?

- We have a new addition to Shanti Project. It is an upright grand piano donated by Mr. Christopher Anderson who has had this 1914 oak piano since the age of eleven years old. He was pleased to know how happy Shanti is to receive such a great period piece. We will have much use for such a fine piano in the future when we have more benefits in the Shanti building.

- Shanti has an explicit policy which forbids use of any Shanti vehicle for personal use. Please be sure that use of all our vehicles is restricted to work. Any questions should go to Tim.

COMMUNITY EVENTS

- Catholic Charities is opening a Quake Shelter Sunday, October 29th, and they need people to volunteer. They will have a special training Friday, October 27 at 5:30 pm at the Shelter which is located at the First Congregational Church at Post and Masonic. They need people who can 1) spend the night and offer support, 2) serve breakfast or 3) serve dinner. If anyone on staff is interested, or you know of someone who wants to help out, please call Bob Nelson at 558-7066.

(continued on next page)
Halloween X-Travaganza will be held on Saturday, October 28th at the Blue Lamp Lounge (561 Geary between Jones and Taylor), 10:00 pm. $2.00 admission.

Trick or Treat!

INFORMATION TO WARM YOUR HEART

Birthdays this week are: Robin Rose on October 28th and Myron Soloranzo on November 2.

Anniversary wishes go to David Ehrhardt who celebrates his four year anniversary on October 28.

Congratulations go to Pat Christen who has been named new Executive Director of the San Francisco AIDS Foundation.

The attached appeared in the San Francisco Chronicle on October 24, 1989.

Altered Visions

Editor — It has been several days and an eternity since a 12 second, jolt of the Earth permanently altered my vision of life in general and life in the Bay Area specifically. Life just won't be the same.

The same words I found myself uttering after the HIV virus had finally been isolated and identified. Nine years ago, it was impossible for me to imagine a tiny virus, with the devastating ability to reduce a healthy human being to nothing more than a skin-covered shell, could be living dormant in my body. Nine days ago, it was impossible for me to imagine that in less than one minute my vision of the Bay Area could be irreversibly altered by witnessing the crushed bodies untangled from the tons of debris that blanketed our beautiful city. No, I'm afraid it won't ever be the same. The silent and unpredictable enemy lies both inside and outside of our bodies. Once the rubble is removed it will be a time of building. But in this case the most significant building will be that of the human character.

I am speechlessly proud of how we, as San Franciscans, have responded to two very different catastrophes in this decade — one medical, one geological, both intensely emotional. It's as if we invented the word "volunteer." I have never seen people open their hearts and their homes as we have here.

The bottom line is what we are left with — we are left with the knowledge that we can and will again help and love one another and for those who choose to look a bit deeper we must be thankful for the sensation of just being alive; it is the most precious and irreplaceable gift ever given to a human being . . . a gift that is still ours every minute of every day.

KICO GOVANTES
San Francisco
The piece below "And Now, Emotional Aftershocks" appeared in the October issue of Time. It addresses the emotional impact of traumatic events such as earthquake. At least those of us who feel wierder out are not alone! It also supports the kind of outreach Shanti has been providing to the community since the quake.

**And Now, Emotional Aftershocks**

**Survivors must cope with losses and a new sense of vulnerability**

As the veterans of untold small tremors and countless mock drills, Californians have long been convinced they were psychologically ready for a big quake. Last week that comforting belief was demolished. "I'm scared," confesses Sarah Ford, 43, who with her three-year-old daughter found temporary shelter at an Oakland high school. "I need a stress pill. When I walk, I'm like tipping. I'm looking to see if anything moves."

The physical shocks may be waning, but the psychological reverberations are just beginning. In the next weeks and months, residents will have to cope with an array of symptoms that are increasingly recognized as the emotional legacy of mass disasters. Just like soldiers in combat and civilians in assaults, survivors of quakes— as well as of floods, fires, plane crashes, even oil spills—experience psychic upheavals so intense that their lives are shaken for years. In 1980 the American Psychiatric Association formally labeled such debilitating effects "post-traumatic stress disorder."

Some experts believe that Bay Area residents may be peculiarly vulnerable to the syndrome, precisely because they have been anticipating a catclysm for years. "Chronic stress is very harmful," notes Dr. James Shore of the University of Colorado Health Sciences Center in Denver, who surveyed victims of the 1980 eruption of Mount St. Helens. "Preparedness can make people more susceptible."

Whether or not that proves true, the psychological buffeting Californians will endure will follow a characteristic pattern. Initial shock and fears will give way to a burst of elation. But that will quickly fade as the extent of the devastation sinks in. While few residents confront the death of a loved one, many have lost their homes, which hold immense emotional as well as financial value. The destruction of family photographs can be tantamount to obliterating one's personal history.

Soon survivors will suffer a host of complaints, from headaches and stomach pains to flashbacks and suicidal thoughts. Victims of Hurricane Hugo, which lashed the Southeastern U.S. last month, are showing the expected strains. "About all of the people we talk to have sleep disturbances," says Dr. James Ballenger, head of the psychiatric institute at the Medical University of South Carolina in Charleston. "They are constantly fatigued. They leave briefcases at home. They forget appointments. They cannot concentrate."

There are other distress signals as well. Interest in food or sex often flags, while indulgence in alcohol or drugs deepens. People may be jumpy and their tempers short. In the first seven months after the Mount St. Helens blowup, reports of domestic violence in Othello, Wash., increased 45%, and criminal arrests went up 22%, according to one study. The most profound impact is a new sense of vulnerability. Victims wonder when disaster will strike again and conjure up fresh calamities. "Disasters like earthquakes challenge a fundamental fantasy that we live with: that we're immortal," explains psychiatrist David Spiegel of Stanford University's School of Medicine.

Most people recover their emotional equilibrium in about a year, though the trauma can easily last longer. In general, researchers have found that people cope with natural disasters better than manufactured ones. And those who have suffered physical injuries often fare better, usually, than those who escape unhurt.

Rescuers, despite being trained to cope with disaster, may be particularly troubled by the grim sights and smells. "I don't care how professional your firemen and policemen are," says Jim Worlund, an Oakland emergency planner, referring to an amputation performed on a victim on the collapsed Sony Freeway. It's hard to live with." The late Dr. Donald Hale, former chief of the Walter Reed General Research Institute in Washington, also conducted a survey of 150 military and civilian personnel who participated in rescue efforts at military disasters. He found that many were overwhelmed when they discovered a body that was supposed to be burned from their own wedding rings. "All we think about," he says, "is that I could have saved him."

Older people have suffered emotionally from earthquakes regarded as exceptionally hard. Their health of experience gives them a broader perspective to draw on. Children, on the other hand, appear to be very fragile. Psychologist Bill Lock of Texas Tech, who studied the aftermath of a 1970 tornado in Lubbock, found that youngsters, even those as old as ten, regressed into clinging, and infantile behavior and that some residual effects were felt in adolescence. Other high-risk groups: single parents, especially women, who usually carry the brunt of their family's emotional needs; and the poor, who are often already stressed to the limit.

The key to blunting mental trauma is counseling. Survivors need to be assured that their reactions are normal and expected. Talking to family and friends is encouraged, but often it is not enough. Says Susan Solomon, coordinator of the National Institute of Mental Health's emergency and disaster research program: "The thing that makes disasters particularly damaging is that the people you normally turn to for help are also victims."

Many Alaskans affected by the Exxon Valdez oil spill last March are finding professional help useful. In the three months after the accident, the number of people seeking assistance at the Valdez Counseling Center was three times the number who came during the same period in the previous year.

The sooner help comes, the better. A study of 200 traumatic-stress cases by researchers at the Barrington Psychiatric Center in Los Angeles revealed that the costs of rehabilitation, disability, absence from work, and litigation were six times as high for victims who had no or delayed therapy as for those who were treated quickly. That suggests that California health officials should offer as much counseling as possible now—or face even more serious distrust in the future. —By Anastasia Toufexis.

Reported by Andrea Dortman/New York and Joseph L. Kane/Atlanta
the next three decades lies near Palm Springs.

Like a river with multiple tributaries, the San Andreas is associated with numerous lesser faults, among them the Hayward fault, which undercuts Berkeley and Oakland, and the San Jacinto fault, near San Bernardino. Some parts of the San Andreas are more dangerous than others. One segment that lies to the south of the Santa Cruz mountains does not appear prone to large jolts at all. "It just creeps along," says geophysicist Ross Stein of the USGS. "Probably there's some remarkable material down there that, like talcum powder, acts as a lubricant."

The earth is constantly moving underfoot. Its surface, cracked like ancient pottery, is broken into 15 large pieces. These pieces of crust, called plates, restlessly roam about, driven by plumes of molten rock that roll up from the planet's superheated core. Many of the world's largest earthquakes occur at the boundaries of such plates. The San Andreas fault system divides the Pacific plate and the North American plate, which grind past each other at the pace of 2 in. a year. But this movement of the plates is not uniform. Along fault zones the plates tend to become "locked," resisting the overall motion. Explains Berkeley seismologist Robert Uhrhammer: "Stress builds up in these areas that are in effect welded shut. It's as if the rock were being stretched like a big rubber sheet." At a certain point the rock snaps, allowing the plates to slip and release stress. The result is an earthquake.

During the 1906 tremor, the plates on either side of the San Andreas lurched past each other by as much as 20 ft. Over time, such jumps add up. "In 30 million years," Berkeley seismologist Bruce Bolt says, "Los Angeles will become a new suburb of San Francisco."

Even though the mechanics of earthquakes are understood, accurate prediction of their occurrence has remained beyond reach. Earthquake forecasting is mostly based on past history. If a fault once generated a big earthquake, it can be assumed that it will do so again. But just where and when will the next big break occur? Here scientists are beginning to make headway. Geophysicist Wayne Thatcher of the USGS notes that the 1906 quake ruptured a 260-mile-long stretch of the San Andreas, extending from Cape Mendocino to San Juan Bautista. But the plate movement along the southern portion of the rupture was minor compared with the far greater movement in the north. To Christopher Scholz of Columbia University's Lamont-Doherty Geological Observatory, this meant one thing: the southern section of the quake zone had retained an enormous amount of stress. "It was," he says, "ready to go." And last week it did.

Still, there is a vast difference between suggesting that an earthquake is likely to happen and pinpointing when. For now, scientists cannot say whether a specific section of the San Andreas fault will snap in one year's time or in a hundred. But they are working on it. Seismologists in the Blue Mountains west of the San Andreas and in the past 15 years showed that all earthquakes that are and have been along other parts of the system were not occurring in the Santa Cruz mountains. Scientists tried to read the significance of this from the data. Then an earthquake in the same area a few days later and last August brought a surprising earthquake. Such an increase in activity, notes Columbia's Scholz, seems to indicate that stress has built up to the point where a major release is imminent.

Halfway between San Francisco and Los Angeles, near the tiny town of Parkfield, scientists are conducting an experiment that they hope will open the door to a new era of earthquake prediction. Along a 20-mile section of the San Andreas, researchers have sunk gauges up to 1,000 ft. deep into the earth and placed the surface with "screem meters" that measure rock movement. "We're listening to the heartbeat of this section of the fault very, very closely," says the Geological Survey's Thatcher. The Parkfield section of the San Andreas is unusual in that it is the Old Faithful of earthquake zones, generating moderate tremors every 20 to 27 years. The last Parkfield earthquake occurred in 1966, which means that the next one should strike between now and 1993. By keeping detailed track of underground changes over time, scientists hope to identify precise signals that an earthquake is imminent.

The size of an earthquake is determined partly by the length of the fault segment that slips. In addition, large earthquakes tend to be spaced further apart than small ones, since it takes a much longer time to accumulate sufficient stress. While scientists cannot say exactly where or when the next Big One will hit, they are not without hunches. Southern California, which has not had a Big One since 1857, is every seismologist's first bet.

Still, as last week's quake in San Francisco demonstrated only too well, it does not take a Big One to deal a lethal blow. For this reason, some geologists think that the Big One has been overemphasized as a near-term threat. There are faults up and down the California coast capable of equaling the latest quake, and that is enough reason to worry. Likely candidates for significant quakes in Northern California include not only Berkeley and Oakland but also the Silicon Valley. The Los Angeles Basin, for its part, has experienced an increase in small earthquakes, which many seismologists find alarming. The message from Mother Nature seems unmistakable: Be prepared.
SHANTI PROJECT HOLDS
STAFF MEETING

Following is a brief synopsis of the staff meeting which was held on October 20, 1989.

Allen Piniol gave an overview of the financial status of the Project. Allen stated that because of showing constraint, Shanti has come in $42,815 below the projected expenditures. This helped Shanti reach a profit of $33,157.

Holly Smith updated the staff of the work of the Multicultural Planning Committee. She stated that a draft of the plan is being produced and that staff will receive a copy for their review and feedback.

Tim Teeter informed the staff of the Holiday Gift Campaign. This campaign will collect donations from staff, Board and volunteers and forward the donations to the Township AIDS Project in Soweto, So. Africa. Tim stated that the So. African government does not provide any funding or education to the Black communities in that country.

Eric Rofes informed staff that until a new Director of Operations is hired, Robbie Fabian will be supervising the computer staff, Eric Shifler and Eric Rofes will be supervising the I&R staff and front desk staff. He further stated that the Maintenance staff have been permanently moved under the supervision the Residence Director.

The staff broke into small support groups for the remainder of the meeting. This was the first time this was done. At the end of the meeting the consensus of the staff was that more support groups of this nature would be beneficial.

UPCOMING EVENTS

- Run out of money before payday? Tired of rolling up your pennies? Come to the Financial Planning Seminar on Wednesday, November 8th at 1:00 p.m. in the Board Room. This seminar will be lead by Tim Cooper, a Certified Financial Planner, who is one of Shanti's donors. All invited!!

- On Monday, November 6, a parole officer from San Quentin Prison will be coming to Shanti to discuss options for training parole officers statewide who work with newly released prisoners who have AIDS. Anyone interested in working on this project, please call Christine.

- "Psychosocial Awareness Training: The Shanti Approach for AIDS Caregivers" will take place at Shanti Project on Saturday and Sunday November 11 and 12. At least one volunteer (preferably two) is needed to provide transportation, register attendees and help with food and beverage arrangements. Any suggestions from staff about volunteers who might be willing to help out would be greatly appreciated, since this is reportedly a time when few people are making themselves available.

UPDATE FROM PERSONNEL

We are still looking for a part-time Counselor at San Francisco General Hospital.

Doug Victor returned to work this week -- welcome back Doug!! Thank you to Nancy Wolf, who worked here in Doug's absence.
DID YOU KNOW?

- The Seminar Series for staff scheduled to begin in November has been moved back to January 1990. As discussed in Staff Meeting in September, interested staff will be meeting in two groups, due to the size of the staff. Eric Rofes will lead the first seminar. Tim Teeter will send out information on the topic and an application in mid-November.

- Sign Up For Volunteer Winter Party!! Shanti needs lots of help in honoring our volunteers on Sunday, December 17, 1989 from 3 - 7 p.m. at Club Townsend (177 Townsend). Please sign up for one (or more) party committees. The sign up sheet is on the fridge in the kitchen.

- Shanti has received a FAX Machine, which was donated to us by Gruen & Gruen, a neighbor company on Howard street. Ramon handled all the arrangements and said that Mr. Clarke from Gruen & Gruen was very pleased to be able to help Shanti. The machine is located in Administration and use of the machine should be limited to business only. Please see Eric S., Peter N. or Ramon S. when you need to use it. TRANSMISSION RECEIVED!!

- Having completed training, Jana Rickerson has been accepted into Elisabeth Kubler-Ross Training II and is now on her way to becoming a facilitator in the Externalization Process with the EKR Center. Wish her luck on the next leg of her journey which takes place on November 17 - 19.

You are invited to

The 6th Annual 
Thanksgiving Day Dinner 
FOR PEOPLE WITH AIDS, THEIR FAMILIES & FRIENDS

at
The First Unitarian Church
1187 Franklin Street
(at Geary & S.)
San Francisco AIDS Foundation, in conjunction with a group of community volunteers, is sponsoring the sixth annual free Thanksgiving Dinner for People with AIDS, their families and friends.

We are planning a festive dinner and entertainment, and hope you will attend.
Doors open at 1:00 PM on Thanksgiving Day, November 23, 1989. The event will continue until 6:00 in the evening.
If you wish to attend,
RSVP.
Friday, November 10th

SAN FRANCISCO AIDS FOUNDATION
P.O. Box 6182
San Francisco, CA 94101-6182

INFORMATION TO WARM YOUR HEART

- Birthday wishes this week go to Donna McCarthy on November 5; Ramon Sanchez on November 7; Carol Klienmaier on November 8; and, Scott Love on November 9.

- Anniversary wishes go to Mesha Irizarry who celebrates her three year anniversary on November 3.

- Congratulations go to Holly Smith and Eric Shifler who went through the Emotional Support Training six years ago.
EMOTIONAL SUPPORT PROGRAM UNDERGOES RESTRUCTURING

The Emotional Support Program has divided staffing responsibilities in the following way to better serve the volunteer and client populations: Brian Smith and Donna McCarthy will supervise the every week group volunteer program (which includes all new volunteers) and volunteer orientations. Richard Feigner and Eduardo Ramirez will supervise the every-other-week program (which includes developing support group facilitation approaches). Jana Rickerson and Doug Victor will supervise the telephone check-in volunteer program. Jana is responsible for the educational component of that particular program and all in-services. Jana will also supervise volunteer interns and "intakers". Doug will be responsible for all group leader trainings and developing the interview aspect of volunteer trainings. Carol Kleinmaier will continue to be responsible for all client support groups and works on the development of trainings.

Also, the Emotional Support Program will begin offering three types of interim support for clients on the waiting list for a volunteer or a support group. The three types of support are: a) telephone counseling; b) staff counseling by appointment; and, c) drop-in support groups.

The support groups will meet on Monday and Wednesday afternoon for PWAs and on Friday afternoon for clients coping with loss. The groups will begin on Friday, November 17th.

Mike Frederickson, Carol Kleinmaier and Scott Love have reviewed the Emotional Support Volunteer application and changes have been made to make it more accessible to different volunteer populations. In addition, we will now accept taped applications from those people who find writing difficult. Doug Victor is developing an interview process so that Emotional Support can interview applicants up until the time the training begins.

The Emotional Support Program is also asking other staff members for help in attracting volunteers for the December training. Andrew Pelfini said, "The waiting list for ES services is growing, and it is getting more difficult on the ES staff hearing clients calling with their needs and not being able to match them with volunteers. We are keeping in contact with these people, but they want a volunteer. Please help us out by talking about the Program to your friends. If there are groups you belong to, please make announcements that we need their help."

Mike Frederickson, Ali Marrero or Andrew Pelfini will be happy to give you flyers, applications, etc. to promote Shanti's Emotional Support Program.

Andrew closed by saying, "Brian Smith and Carol Kleinmaier are spearheading a project to streamline the next ES volunteer training, and to make sure that it more closely reflects the work that volunteers are actually doing. Ideas are coming from all over the place; from volunteers, staff, board and clients. It's exciting to make something better!"

UPDATE FROM PERSONNEL

We are still looking for a part-time Counselor at San Francisco General Hospital, and also we are accepting applications for a Director of Operations and Outreach.

UPCOMING EVENTS

- The Psychosocial Awareness Training will be held this coming weekend (11/11-12) at Shanti Project.
- On Tuesday, November 14 the managers will be holding a Managers Retreat from 9:00 to 3:30.

(continued on Page 2)
(Upcoming Events continued)

- A meeting between the volunteers and Eric Rofes will be held on Thursday, November 16, beginning at 7:00 p.m. at Shanti Project.

- The perky PS Program is pleased to present a pleasant PS Volunteer Training...promptly. A plethora of participants are prayed for persistently. 20 applicants have been processed, and there is room for plenty more (interviews will be held through next Friday, November 17th). The training will be November 17-19.

**DID YOU KNOW?**

- For safety reasons, if you are opening the building, please be sure to unlock the gate at the back door. It is important that we have two exits open at all times in case of fire or other emergencies.

- If a Christmas tree is part of your celebration of the holidays, you should know that the AIDS Emergency Fund is selling trees this year to support their work. Please see the attached flier.

- Candelabras Needed for the PWA Activities Program's Holiday Party. If you have brass, silver or crystal candle sticks or candelabras that we could borrow for December 16, please call Joe Lane at extension 311.

- A Wall of Stories of Lives to Learn From and Live With... Project Face to Face is a new organization whose goals are to educate the public about AIDS through the medium of Life Masks. A Benefit and Raffle for Project Face to Face at the Paradise Lounge, 1501 Folsom St., is being held on Wednesday, November 15 from 7:00 to 11:00 p.m. $10 donation. There will be music by Lovers and Strangers and special guests.

**INFORMATION TO WARM YOUR HEART**

- Congratulations to Doug Victor who went through the Practical Support Training 6 years ago.

- Happy Anniversary wishes to Joe Lane who became a staff member on November 16 1987.

- Joe Healy leaves on November 20th for that vacation paradise of the world, Cincinnati. The beaches of Ohio are beautiful this time of year. Joe will come back in two weeks and we're all waiting for the pictures.
AIDS EMERGENCY FUND CHRISTMAS TREE SALE

EVERY YEAR the AIDS Emergency Fund helps thousands of people with AIDS and ARC deal with financial emergencies such as help with paying their rent when their funds are low and they have no other resources, help with keeping their utilities turned on, and help with relieving other financial emergencies that require immediate action. We desperately need funds to enable us to continue helping these people so that we will not have to turn those in need away during their time of hardship.

WHY CHRISTMAS TREES?

Each year the San Francisco Bay Area sells millions of dollars of Christmas Trees during the Holiday Season. Many of you were planning on buying one from a tree lot...right? We are fortunate enough to have a source for getting high quality Noble Fir and Plantation Douglas Fir trees guaranteed fresh and full. The best part of this deal is with deposits from you we will not have to put money out up front to pay for the trees until they are already sold and paid for by you. The 100% to 150% mark up which you will pay to commercial tree lots will instead go to help us fund this vital AIDS program.

HOW DOES THIS TREE SALE WORK?

1. Choose the tree(s) and services you want to order.
2. Total up your order (including an additional donation if desired).
3. Have your order with a 20% deposit placed in our office by OCTOBER 31st, 1989.
4. Pay 30% of the balance due on your order to us no later than NOVEMBER 17th, 1989.
5. The remaining 50% is due to us when you pick up your tree in S.F. DECEMBER 1st – 4th.

*OR...you can pay the entire order in full when you place it in October.

Mail Order to: A.E.F. Xmas trees, 1550 California St., Suite 7, San Francisco, CA 94109
(You will be notified of amounts due & the location to pick up & choose your tree.)
* A portion of this order is TAX DEDUCTIBLE, we'll mail you an itemized receipt.
Please make checks payable to: AIDS Emergency Fund.
Please keep a record of what you've ordered until you receive an invoice from us.

Cut along this line and return lower portion to us.

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GIFT CERTIFICATES: (No extra charge & a delight for the person receiving it!)
FLOCKING: Add'1 to the higher FT. number is $2.00 per foot for light Flocking, $3. per foot for heavy Flocking.

FLAME RETARDANT:$1.50 extra per FT. x ___FT. =

* Larger trees, stands, delivery, and other services available in limited supply at an extra cost.

Total of above
Sales tax (6.5%)

AMOUNT ENCCLOSED (minimum 20% of order total): $__

ORDER TOTAL (with tax) $__

Name: ____________________________
Address: ____________________________ Zip code: ________________
City ____________________________ 2nd Phone #: ____________________________
Home phone: ____________________________ 2nd Phone #: ____________________________

Thank you very much for supporting the AIDS Emergency Fund.
STAFF REPRESENT SHANTI AT 4 EAST COAST CONFERENCES

The first two weeks of November were busy with conferences as Executive Director Eric Rofes, Director of Residence Program Ellie Cousineau and Community Relations Coordinator Greg Day attended critical conferences sponsored by the National AIDS Network, AIDS Action Council, Harvard AIDS Institute and National Gay and Lesbian Task Force.

The AIDS Action Council Conference took place in Washington, D.C. on November 1-2. Eric attended workshops focused on the creation and residential programs and also lobbied the offices of Senator Alan Cranston and Congresswoman Nancy Pelosi. "I felt it was very useful," said Eric, "because I gained some idea of the legislation in the pipeline in Washington and it was very useful to develop the start of a relationship with these elected officials' offices. They all knew Shanti very well and were grateful to be able to call on us for front-line input into the drafting of their proposed bills."

From November 2-5, the National AIDS Network Skillsbuilding Conference took place in Washington, D.C. Greg set up a booth and promoted our materials, including our videotapes, manuals and trainings. Greg said, "There was tremendous interest from people all over the country on the work that Shanti is doing."

Eric presented a workshop with Torie Osborn, Executive Director of the Los Angeles Gay and Lesbian Community Services Center, entitled "Executive Directors Roundtable: It's Lonely at the Top" (not the name Eric or Torie would have chosen) and it was attended by 75 executive directors from all over the United States and received excellent reviews. It focused on helping directors care for themselves and manage calmly and effectively. Eric also attended useful workshops on supervising and motivating staff and on developing Boards of Directors.

Ellie Cousineau and Eric attended the invitation-only conference on "Alternatives to Hospitalization", sponsored by the Harvard AIDS Institute outside of Boston. They were at the three-day conference with about 50 other people, primarily high level policy makers, heads of state health departments, elected officials, economists and academics. The format for the conference was a series of group case studies exploring the economics, ethics, and service design issues facing three "model" out-of-hospital care programs for HIV infected people—including Shanti's Residence Program.

Ellie Cousineau said, "It was exciting to be with so many high-level VIPs who are so closely examining AIDS program models and funding issues. There was a lot of support for Shanti's Residence Program as it is now, as well as for how it hopes to change.

Eric also had a good experience here. "I had a chance to meet and talk to key people who could help us with funding and with program design and the think-tank atmosphere allowed me to look at our residence program in new ways. It was a very stimulating and useful experience and tremendous public relations for Shanti with some very important and powerful leaders. I was struck by how impressed they were with our program and how articulately and powerfully Ellie represented our services and our history."

The final conference was the National Gay and Lesbian Task Force Conference in Washington, D.C. and included useful networking with foundation contacts. Eric presented on panels entitled "Beyond Safe Sex: The Impact of HIV on Liberated Gay and Lesbian Sexuality" and "The Degaying of AIDS", both of which were well received.

This brings the fall conference-going season to an end, except for Andrew Pelfini's keynote speech this weekend at the University of Kentucky's AIDS Conference. Thanks also for Tim Teeter's well-received presentation on Shanti at the American Public Health Association Conference in Chicago in October."
PSYCHOSOCIAL AWARENESS TRAINING IS VERY SUCCESSFUL

The pilot Psychosocial Awareness Training was held last weekend, and was a rousing success. Twelve people with varied backgrounds attended, representing other countries (Brazil, Colombia and New Zealand), and local agencies such as the AIDS Foundation, Bayview-Hunters Point AIDS Services, the Berkeley and Haight-Ashbury Free Clinics, and the Tenderloin Self-Help Center.

Kudos are due to the team of trainers, Ed Wolf, Carol Kleinmaier, Jana Rickerson and Robin Rose, who spend hours of planning time developing new strategies more specific to the needs of caregivers. Ed developed and provided a very effective new piece on dementia, and the whole team did a great job of facilitating the "care for the caregiver" section. Joanna Rinaldi from the AIDS Health Project Substance Program provided a very effective presentation on issues for caregivers regarding drugs and alcohol. The five panelists, Steve, Donna, Lonnie, Jim and Val articulately shared their own or their partner’s experience with the disease.

The extensive planning seemed to pay off, as the group was able to open up early in the first day, and developed a real sense of cohesion and support by Sunday evening. The looks on the faces of the participants during the closing were sufficient reward, but the evaluations confirm the benefit received by those who attended.

Thanks to all who helped in some way to make this training happen, including a new volunteer, Joanne Rumsey, who spent the entire two training days providing logistical support, and Mike Frederickson, who gave up his Saturday morning to help register attendees, Richard Feigner who got us the flowers and Richard Gilmore, who provided transportation for one of the panelists.

UPDATE ON SHANTI GIFT TO SOWETO AIDS GROUP

As of November 15, almost a dozen people have contributed a total of $220 to Shanti Project’s 1989 Holiday Gift Campaign to the Township AIDS Project in Soweto, South Africa. These people include folks from throughout the agency -- staff, Board, clients and volunteers. The Campaign will continue up to our Gala Winter Party on December 17, when the check will be written and the total announced.

If you are interested in contributing, please mail your check out to "Shanti Project", note it "Township Holiday Gift Campaign", 525 Howard Street, SF, CA 94105.

UPDATE FROM PERSONNEL

Open Positions This Week - are part-time Counselor at SFGH (Robin will be interviewing candidates for this job early next week) and Director of Operations and Outreach.

It’s Not Too Late to sign up for the Board/Staff Holiday Party at Hayes Street Grill on December 10th! Remember, we’ve been through a year full of changes and new challenges, and we all deserve this time to sit back, eat well, and congratulate ourselves. RSVP to George Simmons.

UPCOMING EVENTS

- The Practical Support Volunteer Training begins tonight at 6:30 p.m. and goes through this Sunday. As of 10:00 a.m. today, we have 31 confirmed attendees and 5 more people to interview. We hope that they will all go through the training and become volunteers to work with the majority of the 80 clients waiting for Practical Support services. Remember that your office or work space may be used for POD groups.

(Continued on page 3)
THE WEEK AT SHANTI

(Upcoming Events continued from Page 2)

The Emotional Support Volunteer Training begins in two weeks on Friday, December 1st for two weekends. So far, we expect about 30 trainees and have over 40 clients waiting for Emotional Support -- if you know of anyone thinking of becoming an ES volunteer, now is the time to encourage them to apply!! Remember that your office or work space may be used for POD groups.

Shanti will begin taking an Annual Photo of Staff for historical purposes. The photo will take place on Tuesday, November 28 at 2:00 sharp at 525 Howard, right before the 2:30 Staff Meeting. Please note the photo will be in color and there is no specific dress code, but we're attempting to look like a fairly typical day. The photo will be taken by Janet Van Ham and all staff are urged to participate. That's November 28 at 2:00 p.m. at Shanti.

The Board of Directors Meeting will be held on Tuesday, November 28 at 6:15 p.m. in the Board Room.

The Manager's Meeting will be held on Monday, November 27 at 3:00 p.m. in the Second Floor Conference Room. Please come prepared to discuss the Multicultural Plan.

The San Francisco Model Meeting will be held on Friday, December 1, 1989 from 9:00 am to 4:00 pm at Shanti Project. Please be prepared for lots of people in the open areas and plan accordingly.

COMMUNITY EVENTS

A 5 Hour Dance Marathon To Fight AIDS will be held on Sunday, December 3, 1989 at the I-Beam (1748 Haight St.), Kennel Club/Box (628 Divisadero St.), and at Club Townsend (177 Townsend). Last year $50,000 was raised. This year the beneficiaries are: Shanti Project, Latino Coalition, Mobilization Against AIDS, Project Inform, SF AIDS Foundation, The AIDS Emergency Fund, and The Black Coalition on AIDS. Registration cards are located in the Employee Lounge.

The Holiday Concerts of the San Francisco Gay Men's Chorus will be held on Thursday and Friday, December 14 and 15, at Herbst Theatre. These events will feature the Chorus, along with the Chamber Singers and Men About Town. (SFGMC's two sub-groups). Joe Lane sings with the SFGMC and Chamber Singers, and Andrew Pelfini is a member of the L/GCSF. Tickets are $15.00. Additionally, the SFGMC will be doing a condensed version of the concert on Christmas Eve at First Congregational Church. Tickets for this concert are $10.00. See Joe Lane for tickets or information.

The 11th Annual Women's Building Arts & Crafts Fair will be held at Fort Mason, Pier 2, on Saturday and Sunday, December 9, 10 & 16, 17 from 10 a.m. to 6 p.m. Call 431-1180 for details.

DID YOU KNOW?

Eric Rosés has an article in the book "Twice Blessed" an anthology of Jewish gay and lesbian writing. A book signing/party/panel discussion will take place this Saturday night, November 18 at Congregation Sh'ar Zav at 8:00 p.m.

A Uniquely Benefit for Shanti Project Employees of special rates at San Francisco Jewish Community Center health and fitness center has been arranged. The costs for single parent family membership ($225) and family membership (includes all children under 18) is $325. Call 346-6040 for details.

JC Penny is once again inviting those who we serve to visit their stores on Tuesday, December 5, 8:30 a.m. to 11:00 a.m., before the stores are open to the general public. During this special time the stores will offer very personalized attention to the shopping needs of those who may otherwise find shopping a difficult situation. Call 887-0380 for more details.

Please make every effort to help finance reduce the traffic in their offices. All requests for any information should be made in writing and placed in the appropriate boxes. Margaret handles incoming money, and insurance questions; Maria handles payroll and purchase orders. If this is not possible, please give them a call. Thank you.
UPDATE ON SHANTI GIFT TO SOWETO AIDS GROUP

As of November 22, a dozen people have contributed a total of $245 to Shanti Project's 1989 Holiday Gift Campaign to the Township AIDS Project in Soweto, South Africa. These people include folks from throughout the agency -- staff, Board, clients and volunteers. The Campaign will continue up to our Gala Winter Party on December 17, when the check will be written and the total announced.

If you are interested in contributing, please make your check out to "Shanti Project", note it "Township AIDS Project" and send it to "Shanti Holiday Gift Campaign", 525 Howard Street, SF, CA 94105.

UPCOMING EVENTS

- The first Annual Shanti Photo of Staff will take place on Tuesday, November 28 at 2:00 sharp at 525 Howard Street, right before the 3:30 p.m. Staff Meeting. There will be no specific dress code, but we’re attempting to look like a fairly typical day.

- The Board of Directors Meeting will be held on Tuesday, November 28 at 6:15 p.m.

- The Manager’s Meeting will be held on Monday, November 27 at 3:00 p.m. in the Second Floor Conference Room. Please come prepared to discuss the Multicultural Plan.

- The San Francisco Model Meeting will be held on Friday, December 1, 1989 from 9:00 am to 4:00 pm at Shanti Project. Please be prepared for lots of people in the open areas and plan accordingly.

COMMUNITY EVENTS

- Remember to mark your calendar and register for the largest DANCE MARATHON TO FIGHT AIDS. The event will take place on December 3, 1989 from 2:00 p.m. to 7:00 p.m. at the following clubs: I-Beam featuring Mark Hamilton as DJ, the Kennel Club/Box (628 Divisadero St.) with Page Hodel, and at Club Townsend (177 Townsend) with Steve Masters.

So far 1,200 dancers have registered to dance to rhythms to help save lives. The first 100 dancers with $100.00 in paid pledges will receive a free Dance-A-Thon t-shirt. Registration begins at 1:00 p.m., and to be admitted there is a $40.00 paid pledge required. Reserve your dance space early by calling 863-4679. Anyone interested in volunteering please contact Myron at ext. 355.

This year’s beneficiaries are: Shanti Project, Latino Coalition, Mobilization Against AIDS, Project Inform, SF AIDS Foundation, The AIDS Emergency Fund, and the Black Coalition on AIDS.

(Continued on Page 2)
**THIS WEEK AT SHANTI**

- The Women's Services Program of the AIDS Health Project and the SF AIDS Foundation invites you to a Holiday Celebration on December 12, 1989 from 3:00 to 6:30 p.m. at the SF AIDS Foundation at 25 Van Ness Avenue, Third Floor. To R.S.V.P. and to get more information please call 476-5803 or 864-4376 ext. 2513.


- The San Francisco AIDS Foundation is sponsoring a community inservice for AIDS social service providers titled *AIDS and the Undocumented*. Panelists will discuss the impact of an AIDS or ARC diagnosis on the undocumented client. For more information call: Deborah Jones at 864-5855, ext. 2512.

- ACT has generously invited staff to attend a performance of Charles Dickens's *A Christmas Carol*. Tickets are available for 12/7, 12/8, 12/10 and 12/12. All performances are at 8:00 p.m., except 12/10, which is a 7:00 p.m. If you are interested, please drop a note in Joe Lane's mail box by 12/9.

**DID YOU KNOW?**

- The Department of Public Health's AIDS Office has notified Ellie Cousineau that persons who have extensive contact with PWAs/ARCs/HIV+ are recommended to annually get flu shots. The DPH is offering free flu shots at Tom Waddell Clinic at 50 Ivy St., (the back door of 101 Grove St.) during working hours and up until 10:00 p.m. from now until December 30, 1989. Call 554-2950 for more details.

**INFORMATION TO WARM YOUR HEART**

- Happy Anniversary wishes to George Simmons who became a staff member on November 25, 1985.

- Happy Birthday wishes go to Greg Dav and Andrew Pelfini who celebrate their birthday on November 28.
SUMMARY OF NOVEMBER BOARD MEETING

On Tuesday, November 28, Shanti's Board of Directors met in a three hour session to discuss several critical issues facing the agency, including the proposed Multicultural Plan, the Calendar for 1990, Shanti's policy on alcohol and drug use at events, the Major Donor Campaign, and the upcoming January Board Retreat.

A meeting, convened prior to the Board meeting, discussed establishing clear procedures for the agency to use before addressing issues of controversy or political concern. The executive Director was charged with redrafting a proposal to bring to the Board's January meeting. Essentially, the Board agreed that it was inappropriate for the agency to endorse candidates for public office, and that the agency would only involve itself in initiatives or ballot measures if they impacted our mission or the health and well-being of people with HIV infection. Staff, clients, and volunteers interested in seeing a copy of the working proposal, should contact Eric Shifler or Peter Niland.

The Board reviewed the Calendar for 1990, submitted by George Simmons and Eric Rofes and asked for implementation on December 15. Individuals interested in receiving this master calendar of Shanti events for the year should contact George. The Board also reviewed the staff-approved policy on alcohol and drug use at Shanti events and sent it forward to legal review. Essentially, the policy continues our policy of not permitting use of illicit drugs at Shanti events and encourages all sectors of the agency to occasionally sponsor and promote alcohol-free events.

Other discussion items included the cancellation of the December Board meeting due to increased holiday commitments at the agency and a review and feedback session on the draft of the Multicultural Plan. This discussion paralleled Shanti's November staff meeting in many ways and raised many of the same concerns as the staff. Board member Dee Mosbacher presented the plan and facilitated the discussion. The Board heard of staff concerns as well and asked that the concerns raised by staff, Board, volunteers, and clients be addressed before the final plan is approved at the January Board meeting.

Longtime Shanti volunteer, Bill Barcus, resigned from his Board position due to ill health, and accepted a position as Board member emeritus. The meeting ended at 8:30 p.m. The next meeting of the Board of Directors is January 23 at 6:15 at 525 Howard Street. Staff, clients, and volunteers are always welcome to attend.

LETTERS OF SUPPORT

Every week, our staff receives letters of appreciation for the work of Shanti volunteers, staff, and Board. Following is a sampling of their expressions of care and concern:

Kampala, Uganda
October 19

"Dear Christine,

We had just received your kind letter... when shocking news reached us of the terrible earthquake that shook San Francisco, your beautiful and bouyant city, and caused immense destruction to human life and to property in the Bay Area and in San Francisco. Here at URA, we feel deeply concerned for you personally, for Shanti's staff, volunteers and clients and for bereaved families of those who died or were injured in the disaster.

I feel, think and believe that you are well and safe. Please write and tell us how you and Shanti (continued next page)
Results of this process will be considered by the Multicultural Planning Committee to be included in the revised draft to be endorsed by the Board at their January meeting.

Eric Rofes reminded staff that the month ahead could be a crisis period for some clients, as is usual with the holiday period, and that staff should do whatever it could to alleviate tensions for themselves, volunteers, and clients.

HOLIDAY DECORATIONS

In preparation for the PWA Activities Program Holiday Party, 525 Howard will be slowly transformed into a Holiday Wonderland beginning on Monday, December 11. As in the past two years, the decorations for the party and the building will be one and the same.

WINDOW DECORATING CONTEST. We'll be having a Holiday Window Decorations Contest for staff who "do" their windows. So, get creative! This is your opportunity to bring in touches of your individual holiday interests, be they celebrations of Christmas, Hannukah, Kwansaa, New Years, or the Winter Solstice. If you don't plan on decorating your window, you might consider letting staff members who don't have a window borrow yours. Judging, by a committee of staff and clients will be held on Wednesday, December 13. In an effort to represent the holidays that are new to many of us, the Activities Program will be asking permission to decorate the extra windows. (Permission is the operative word here.)

DOOR DECORATIONS: A CLARIFICATION. The Activities Program will be decorating all doors at 525 Howard. Staff are encouraged to decorate their windows, but not their doors. (The announcement made at the Nov 29 staff meeting was not correct.)

WHAT TO EXPECT. The lobby will feature vignettes representing the holiday celebrations described above: a Christmas tree, a Menorah, a solstice altar, and African rain forest and a New Year Greeting. Beginning with the lobby and continuing throughout the building, will be lots of greenery with blue, gold, purple and silver trim.

UPSTAIRS. A change from previous years will be that the upstairs area will be open during the December 16 party. So, those of you who have desks in the open area will need to clear your desk tops before leaving work on Friday, the 15th.

(continued next page)
DECORATIONS, continued)

AFTER THE PARTY. Some decorations will stay up until Tuesday, January 2. All decorations which could conceivably interfere with staff's work will be removed before Monday, December 18.

THANKS!! This party is the largest event we produce for our clients and, in fact, reaches many people from throughout the community who don't participate with Shanti on an ongoing basis. Joe and the Activities Program really appreciate the staff's cooperation, patience, and support.

Joe Lane

UPCOMING EVENTS

• The December staff meeting will be taking place early in the month to respect the vacations many folks will be taking in the latter half of December.

The meeting will be on Tuesday, December 12. Please be on time (3 p.m.) and we'll do business

The Board of Directors and Staff of Shanti Project

Cordially Invite You
To Celebrate the Season at the

Shanti Gala Winter Party
With a Special Program Honoring Our Volunteers

Sunday, December 17, 1989

3 to 7 pm
Program at 5 pm
Peter Barclay and Richard Howell will perform at 5:30 pm

Club Townsend
177 Townsend (at 3rd)
San Francisco

Hors D'Oeuvres and Non-Alcoholic Punch
No-Host Bar
DJ Dancing

Wheelchair Accessible
Significant Others Welcome

for 20 minutes, then move into further discussion of the Multicultural Plan. Keep in mind that additional ideas or concerns can be passed to the Committee through Eric R., Ali, Holly, Jana, or Eduardo (in writing, please). The January meeting is on Monday, January 29 at 3 p.m.

• The December Emotional Support Volunteer Training will be the coming two weekends (December 1, 2, 3 and 8, 9, 10). We expect about 30 trainees. Please remember that your office or work area may be used for pod groups meeting on either weekend.

UPDATE FROM PERSONNEL

• OPEN POSITIONS ON STAFF are part-time Counselor at SFGH and Operations Manager. The latter job will be posted to staff next week.

• STAFF/BOARD HOLIDAY DINNER UPDATE. Lots of us will be at the Hayes Street Grill on December 10th - about 45 staff, some friends and significant others, and most members of the Board! The evening promises good food, festive and silly gifts for each staff department, and no long boring speeches. Not to mention the pleasure of each other's company!

If you haven't yet planned to be there, or if you change your mind, and decide to come, please let George Simmons know. If you need financial assistance to bring a significant other, please see Tim Teeter. The reception begins at 6:30 with dinner at 7:30. Festive garb encouraged!

COMMUNITY EVENTS

• Hailed as "The gay Smothers Brothers of the 80's," ROMANOFSKY & PHILLIPS headline "A Gift of Laughter," also featuring TOM AMMIANO and SANDY VAN, at the Herbst Theatre on December 17 beginning at 7:30. A benefit for Shanti Project, this performance is later in the evening following Shanti's Gala Winter Party. Tickets are $15, $25, and $30 (select seating including reception following performance). Tickets are available by calling BASS (762-2277) or Performance Arts Service (552-3656).

• Shanti will have an information table at the Women's Building Fundraiser "The Winter Women's Arts & Crafts Fair" on December 9 and 10. It will be from 10am to 6pm at Fort Mason, Pier 2. Come and give support to The Women's Building. If you want to volunteer some time either of these days, call Ali (313).

(continued next page)
(COMMUNITY EVENTS, continued)

- **ACT** has generously invited staff to attend a performance of Charles Dickens’ *A Christmas Carol*. Tickets are available for 12/7, 12/8, 12/10 and 12/12. All performances are at 8:00 p.m., except 12/10, which is a 7:00 p.m. If you are interested, please [drop a note in Joe Lane’s mailbox](#) by 12/9.

- **Kairos House** is presenting a workshop on *Holiday Survival for Caregivers* on Saturday December 2nd from 1-4 p.m. To register, call 861-0877.

**DID YOU KNOW?**

- As of November 29, contributions to Shanti’s 1989 *Holiday Gift Campaign* to the Township AIDS Project in Soweto, South Africa total $495.00. You may continue to contribute until our Gala Winter Party on December 17, when the total will be announced. If you are interested in contributing, please make you check payable to "Shanti Project", notate it "Township AIDS Project" and send it to Holiday Gift Campaign, 525 Howard, SF, CA 94103.

(continued next page)
Provident Central Credit Union has approved Shanti's application for membership! If you want to apply, see Ali for a brochure/application.

- Michael Pozar has been invited by the Carter Center (as in Jimmy Carter) to attend a national consultation for religious leaders dealing with AIDS on December 4th in Atlanta. The consultation, AIDS - The Moral Imperative: A Call to National Leadership, co-sponsored by the AIDS National Interfaith Network, is meant to be a "discussion about a unified religious community response to the challenges posed by AIDS."

- Jana Rickerson is looking for a roommate beginning January 1, 1990. Noe Valle/Castro area, 2 bedrooms with fireplace and other extras. Rent $500/month, plus 1/2 utilities. If you know of someone, please call her at ext. 327.

INFORMATION TO WARM YOUR HEART

- Happy Anniversary wishes to Larry Guice who became a staff member on December 1, 1987.
- Happy Birthday to Mesha Irizarry who celebrates her birthday on December 5, and to Amy Schoenborn born on December 6.
- Joe Lane has been elected to the Board of Directors of Golden Gate Performing Arts, which oversees the San Francisco Gay Men's Chorus. Congratulations!
- Danny Castelow and Mike Frederickson accepted two large baskets of groceries on behalf of Shanti from St. Mary's Adult Day Care Center in San Francisco to be given to PWAs for Thanksgiving. Danny gave Shanti pins to the presenters to thank the group for their thoughtfulness and concern especially since most of these senior citizens are low-income or dependent on government assistance themselves.

One of the members, Gail Lopez, made the following statement: "On behalf of St. Mary's Adult Day Health Center, we the patients, would like to present you with these baskets of food to give to your people so that they too may have a Happy Thanksgiving. Our prayers and love go to each and every one of you."

Since we were not able to distribute the baskets in time for the holiday to our clients, the donation was given to the Gay Rescue Mission for PWAs.

- "A magnanimous THANK YOU to the Emotional Support staff for pulling out all stops in interviewing potential volunteers for this Friday's training. The above-and-beyond-the-call-of-duty efforts by ES VCs and ES volunteer interviewer, Jim Hagen, gives us an additional 20 trainees from this last week. Thanks again for the extra work." Mike Frederickson
DOONESBURY/Garry Trudeau

HEY, ACE! I THOUGHT WE GOT RID OF YOU!
MORNING, DOC!

YOU'RE SUPPOSED TO BE BACK ON YOUR FEET THESE DAYS, ANDY! WHAT GIVES? I GOT A BUSTED ARM AND TWO BROKEN RIBS.

YOU'RE KIDDING. I WISH.

DOOMSBURY/Garry Trudeau

HELLO? MAY I HELP YOU?

ACTUALLY, I WAS WONDERING IF I COULD HELP YOU, ANDY. I'M ANGELA JANS, FROM THE TRAUMA CENTER.

GLAD TO MEET YOU, ANGELA. YOU MUST BE A BUSY LADY THESE DAYS.

I'M AFRAID SO, ANDY. THIS HAS BEEN A TERRIBLE EXPERIENCE FOR A LOT OF PEOPLE.

IN THE DAYS AHEAD, YOU MAY START TO FEEL DEPRESSED OR ANXIOUS OR EVEN GUILTY OVER HAVING SURVIVED. THAT'S WHY I'M HERE—TO OFFER ANY COUNSELING YOU MAY NEED.

IT WONT CONFlict WITH MY AIDS COUNSELING, WILL IT?

NO, NO. WE CAN WORK AROUND IT.

DOONESBURY/Garry Trudeau

ANDY, AN EARTHQUAKE CAN BE AN EMOTIONAL, SHATTERING EXPERIENCE, ESPECIALLY IF YOU'VE LOST YOUR HOME AS YOU HAVE...

WHERE DID YOU LIVE, ANDY?

NEAR THE MARINA. I HAD A RENT-CONTROLLED APARTMENT.

A RENT-CONTROLLED APARTMENT? REALLY?

YUP.

OKAY, NOW, THERE'S BOUND TO BE A CERTAIN GRIEVING PROCESS.

YOU'RE TELLING ME.

DOONESBURY/Garry Trudeau

EVENING, ANDREW. HANGING IN THERE?
I MUST BB. I JUST SURVIVED MY TRAUMA THERAPY.

YOUR WHAT?

ANGELA JANIS? FROM THE CENTER? SHE'S ACTUALLY BEEN PRETTY HELPFUL.

WAIT A MINUTE: YOU'RE GETTING TRAUMA COUNSELING AS WELL AS AIDS COUNSELING?

YEAH. YOU THINK IT'S TOO HEAVY A LOAD?

I THINK YOU'LL END UP IN THERAPY.

YOU'RE RIGHT. MAYBE I'LL JUST TAKE FRENCH LESSONS INSTEAD.
UPCOMING EVENTS

- The December staff meeting will be on Tuesday, December 12. Please be on time (3 p.m.).
- The Emotional Support Volunteer Training continues on December 8, 9, 10. Please remember that your office or work area may be used for POD groups.
- On December 14, the Administrative Support Group meets in the Board Room at 2:30.

IT'S ALMOST HERE!

The Staff/Board Holiday Dinner at the Hayes Street Grill will be on Sunday, December 10th, starting with a reception hour at 6:30 and followed by dinner at 7:30. As of Wednesday, 47 staff, 16 guests and most members of the Board are planning to attend.

The Hayes Street Grill is at 324 Hayes Street, between Franklin and Gough Streets. Street parking is available, and the restaurant is within walking distance of the Market Street buses and the Van Ness Metro Station. The closest BART station is Civic Center, also within walking distance of the restaurant. If you need more detailed directions, please see Tim Teeter or George Simmons.

The evening will focus on eating and fun: the short program will not be boring! There is no dress requirement -- just come in festive garb!

FINAL WEEK TO CONTRIBUTE TO SHANTI GIFT TO SOWETO

This is the final week for individuals to contribute to our holiday gift to the Township AIDS Project in South Africa.

As of December 6, our Shanti gift campaign fund has $740 in it -- contributed by staff, Board, clients and volunteers. The final total will be announced at the Gala Winter Party on December 17.

"We are hoping to reach the $1000 mark," said staff member Michael Pozar, who has been key to supporting the project. "This may seem small to an agency as big as Shanti, but to folks in Soweto, South Africa, this is huge and can assist their education efforts considerably."

If you are interested in contributing during this final week, please make your check out to "Shanti Project", notate it "Township AIDS Project" and send it to Margaret's attention.

UPDATE FROM THE EMOTIONAL SUPPORT PROGRAM

ES VOLUNTEER TRAINING. The first weekend of the Emotional Support Volunteer Training went well. The training staff has involved more volunteers as part of the training presentations. Three new process exercises were introduced the first weekend, along with revised active listening and cultural issues sections. Gary Shepard, Steve Davis, Amy Eggers, Dan Bellm, Alex Martinez, and Ken Ketwig are volunteers who participated in training presentation -- thank you! 35 volunteer trainees and 2 community participants came for the first Friday evening. This is the first training in years with no cancellations! Thanks to Mike Frederickson and Ali Marrero, we were able to recruit 20 additional trainees for interviews during the final week.

We will be using the building again this weekend. If you have any concerns about how your office was left after last weekend, drop Andrew Pelfini a note.

ES CLIENT SERVICES. The ES client waiting list (continued next page)
ES UPDATE, continued)

for volunteers remains at about 45 people. Our client group program is going through a few facilitator transitions and Carol Klienmier is working hard to find replacements. Thank you to Donna McCarthy and Richard Feignier; they have both been facilitating their client groups for over a year now, and will be taking a break from facilitation.

By the way, we currently have 256 active volunteers.

Client drop-in support groups (for clients on our waiting list) are being held Mondays and Wednesdays at 12:30 for people with AIDS and on Fridays at 12:30 for people coping with AIDS-related loss. Thus far, participation has been minimal. We will continue them until the end of the year.

**FLU SHOTS FOR SHANTI CAREGIVERS**

The Department of Public Health Immunization Advisory Committee recommends flu shots for Shanti staff and volunteers who have extensive contact with immunosuppressed clients "who required regular medical follow-up or hospitalization during the preceding year." Because many have heard that flu shots' effectiveness and advisability are controversial, Ellie Cousineau called for clarification. The coordinator of the vaccine dispensing program answered her questions as follows:

Q: Will the vaccine make HIV+ staff and volunteers ill?  
A: Persons who are HIV+ may experience no more side effects of the flu shot than anyone else, though they may be unable to produce antibodies to the flu. The vaccine is a killed vaccine and for persons who experience short-lived symptoms, anything more than a low grade fever and slight achiness is not common.

Q: Who shouldn't get a flu shot?  
A: Persons allergic to eggs, or in the 1st trimester of pregnancy, who have had Guillain-Barre syndrome, and anyone whose personal physician advises otherwise. Persons who are ill and running a fever will be asked to delay getting the vaccine.

Q: How do "vaccine designers" decide which flu strains to include in the vaccine?  
A: It's a gamble. They try to use the strains of various viruses most likely to surface during the upcoming flu season. Sometimes they are off-base and the strain is already passe. Many varieties of flu may be active, so the vaccine should be helpful in assisting individuals to combat multiple flu viruses.

Q: Why is it important for healthy individuals caring for immunosuppressed persons to get the vaccine?  
A: Because, if you do get the flu, your extensive contact with immunosuppressed persons may mean you could pass the flu to them, which could devastate their already compromised health.

Flu shots are available through December at Tom Waddell Clinic at 50 Ivy Street, the "back door" clinic at the Civic Center Department of Public Health. Hours are throughout the workday and well into the evening. No appointment is necessary.

**GALA WINTER PARTY**

Shanti's volunteers, staff, Board, guests and friends of the agency will be gathering at the Gala Winter Party on Sunday, December 17 from 3 to 7pm at Club Townsend located at 177 Townsend (at 3rd, near the CAL-TRAIN station).

A short program will be presented by Executive Director, Eric Rofes at 5pm, followed by live vocals, keyboard and sax from Peter Barclay (voted San Francisco's best entertainer by *SF Focus* magazine) and Richard Howell. The dress code is optional -- wear whatever is comfortable: casual, formal, drag, leather, costumes are all acceptable. DJ dancing will be provided by the Club, so be ready to boogie.

Hors d'oeuvres and non-alcoholic punch will be furnished, along with a no-host bar. Parking in the area should be widely available depending on the number of guests driving. Public transportation is convenient (MUNI bus #30, and the 42 Downtown Loop).

Please be sure to bring the ticket enclosed with your invitation for admittance. If you need a replacement, see Mike Frederickson.

**EAGLE BENEFIT A SMASHING SUCCESS**

The SF Eagle generously hosted a benefit performance, auction and beer bust for Shanti Project last Sunday afternoon. The event was very well attended; it was literally "shoulder-to-shoulder," which the crowd seemed to relish. All total, the event netted $3,999.

(continued next page)
(EAGLE, continued)

Entertainment was provided by the elegant Gail Wilson as well as Richard McCracken performing the song "Threads of Love," and a vignette from the cast of "Ward 22." There was also a special birthday presentation, honoring the hard work and effort that Bea Roman has given the lesbian/gay community. Eric Rofes gave a rousing speech, thanking all who attended.

Mr. Alan Selby and Mr. Marcus donated their time and talents hosting the show and auction. Their support was instrumental to making this event such a great success. A very special thank you to both. For the auction, Shanti received donated items from Mr. Selby, Larry Townsend, Bill Schmeling, Trent Dumpey, Winston Leyland, Image Leather, A Taste of Leather, Larry Fodor, A. Jay, Weston Rose, Michael Knight, Drummer Magazine, Rick Bulger, Jack Fritscher, and many more.

The entire development staff and many others helped out. Myron coordinated the event. While flipping hamburgers, Robbie and his friend, Daniel, discovered a new method of permanent hair removal. Bea and Don rounded out the cooking crew. Scott Love, Jude Flynn, David Thompson, Rick Ramirez and Jeff Weil sold raffle tickets. Jack Ingram and Sal Delor manfully staffed the door. Other volunteers who helped include Phillip Morgan, Shawn, and Corey. Thanks to all for a fantastic afternoon.

GETTING READY:
CLIENT HOLIDAY PARTY

Joe Lane reports: "Plans for the PWA Activities Program's Holiday Party are moving right along. We've bought most of the materials for decorations, which will begin going up the first of next week.

"This has really become an educational event in that we're highlighting not only Christmas and Hanukkah, but Kwanzaa, the Winter Solstice and the New Year.

The lobby will have representations of each and there will be music and food to further represent each of the holidays: Christmas tree and Advent wreath, Menorah, Solstice Altar, Kwanzaa display and a New Year's greeting. All of this has been planned to be inclusive of people from different cultures, and yet sensitive to the 'traditions' begun during past holiday seasons at Shanti (such as Santa photos).

"We hope that staff will plan on attending. Those of you who've participated in the past can attest to the fact that this is always a wonderful event.

"Some staff have already begun window decorations. See if you can outdo Danny Castelow's wind-swept look or Mike Frederickson's unusual Nativity. Carol Kleinmaier will probably get the award for simplicity. I plan to do something German Shepherd Holiday-ish (my own tradition. . )."

"See you Saturday, December 16, 6:30-10:00!" - JL

THE UNDOCUMENTED AND AIDS

Mesha Irrizary attended the SF AIDS Foundation's In-service for AIDS Social Service Providers on AIDS and the Undocumented. Issues presented included identification of client needs, and the legal rights and ramifications of being an undocumented person with AIDS and ARC. Mesha reports that there was more discussion and networking at the presentation than the usual panel format. She believes that the most important information to come from the afternoon's discussion might be the names and phone numbers of contacts who can help with the problems of the undocumented. Those include:


Monica Hernandez, Immigration Assistance Hotline - honesty in reporting and confidential testing. Phone: 554-2444.

Ellen Sakonoff, Public Health Nurse, Health Center #1 - safe sex and confidential counseling. Meets with Mano a Mano once a week.

Rudy Servin, SF AIDS Foundation Social Worker - will explain how undocumented persons can apply for benefits. Phone: 864-4376.

Julian Martinez, Ward 86 Medical Eligibility Worker - advises how to get benefits. Phone: 821-3154.

Attendees and panelists made positive comments regarding Shanti's bicultural representation on Ward 8A and about bicultural outreach by the staff at the Howard Street offices.
UPDATE FROM PERSONNEL

- CONGRATULATIONS TO JANA RICKERSON, our new Outreach and Operations Director!

- OPEN POSITIONS ON STAFF are Operations Manager, Development Assistant, and part-time counselor at SFGH.

COMMUNITY EVENTS

- Tickets are still available for the Shanti benefit headlining ROMANOVSKY & PHILLIPS. Entitled "A Gift of Laughter," the performance also features TOM AMMIANO and SANDY VAN, at the Herbst Theatre on December 17 beginning at 7:30. Call BASS (762-2277) or Performance Arts Service (552-3656) for tickets.

- Don't forget that Shanti will have an information table at the Women's Building Fundraiser "The Winter Women's Arts & Crafts Fair" on December 9 and 10. It will be from 10am to 6pm at Fort Mason, Pier 2.

DID YOU KNOW?

- This and future issues of TWAS will be compiled by Peter Niland. Instead of sending memos to full staff, if time permits, give that information to Peter for inclusion in the next issue of TWAS. Wednesday noon is the deadline for copy submission.

- A CONTINUING VEXATION. Many staff members treat the desks in the open areas of the Project as if they were put there to supply pens, paper clips, pencils, staplers, letterhead, envelopes, etc., to anyone who happens by. Please remember that these areas are to be respected as much as private offices. Not only is it discourteous to use another person's supplies, but it also means that the "borrowee" has to reorder materials more frequently, adding to their workload. If you are overseeing the work of volunteers, remember to arrange in advance for materials, so that the volunteers will not need to "borrow" from the nearest desk in the open area. Let's all apply the "Golden Rule."

INFORMATION TO WARM YOUR HEART

- Gail Golden is now a graduate of New College. She has spent most of the last year and all her weekends in classes and completing projects to earn her well-deserved degree. Congratulations, Gail!

- Happy Birthday to Joe Healy who celebrates his birthday on December 9.

- Congratulations to Margaret Tillinghast who celebrates her Third Anniversary at Shanti on December 12.
UPCOMING EVENTS

- The People Of Color Advisory Committee meets on Monday, December 18 in the Board Room from 4 to 5 pm.

- The next Managers Meeting will be Thursday, December 28, 9-11am, in the Conference Room.

- Hemophilia Update/All Staff Invited! Health educators Dana Francis and Jackie Fineberg from the Hemophilia Council will be here at Shanti Project (tentatively) on Thursday, January 4, from 2-3:15pm to provide us with an overview on hemophilia and the impact of HIV infection in that community. Since Alta Bates Hospital, the site of our next community training, has a hemophilia treatment center, this was arranged as an update in advance of the training. Any staff members who are interested are encouraged to attend. Call Christine at 354 if you have questions.

Seminar Series for Staff will be held on January 12 and January 23, 1990. More information and an application will be sent to each non-management staff member on December 28.

CONGRATULATIONS, RICH!

Rich Reidy, our own outgoing development director, has been appointed the first executive director for the Contra Costa County AIDS Task Force. Rich will assume his new responsibilities in mid January. The Task Force currently provides services for some 200 clients as well as having an AIDS education program for local schools.

Rich comments about the new position: “My experience here at Shanti is certain to be very valuable in helping me sustain and develop the Contra Costa County AIDS Task Force. I am very excited about working with the Task Force whose board of directors was recently singled out for excellence in management by Chevron USA and the Management Center in Oakland. I am looking forward to strengthening contacts and building strong bridges with Shanti.

"I want to thank everyone here at Shanti who, through their friendship and support, provided me real encouragement. A special thanks goes to Robbie. The Project is lucky to have such a highly skilled fundraiser and finance officer at this time."

AFRICAN-AMERICAN MEN AND AIDS: RISKS AND RESPONSIBILITY FOR SURVIVAL CONFERENCE

"Several staff members attended the Western Region AIDS Education Project Conference held on December 8th at the Western Addition Cultural Center. This conference was one of the first of its kind to specifically address issues on AIDS and Black men. The opening plenary session was presented by Dr. Mindy and Robert Fullilove on the subject of Black music and the role that it plays in the creation and development of sexual attitudes in Black Americans, and also its effect on young people in the age of AIDS. The presentation was insightful and fun.

"At the presentation on 'Responsibility, Sexuality and the HIV Epidemic,' with Dr. Harold Cottman and Sala Udin, Dr. Cottman spoke on the role of the church in the age of AIDS, and Sala Udin spoke on the responsibility of the Black male during this epidemic. The (continued next page)"
presentation became sidetracked and invoked a lively discussion on the multicultural aspects within the Black community, and the fact that many Black Americans have an ancestry of Indian, Creole, Irish, and French.

"The afternoon workshops addressed safer sex, living with HIV/AIDS, and AIDS and its effect on Black men who are in jail, juvenile hall, and on mental wards.

"This conference has come at a time when San Francisco is clearly seeing a trend toward increasing numbers of Black Americans being diagnosed with AIDS." Danny Castelow

REMEMBERANCES OF THINGS PAST: THE HOLIDAY DINNER

Thanks to all of you who attended the Staff/Board Holiday Dinner! We rarely have the opportunity to enjoy spending time with each other as a group outside work -- especially with good food and merriment. Thanks to Eric Rofes for the thoughtful and sensitive gifts, too!!!!

THE MYSTERY TOY SOLDIERS at the Hayes Street Grill on Sunday evening were the "Singing Toy Soldiers," Eric Alderfer, Ron Hilley and Mark Wolf. They are in San Francisco from the East coast singing hither and yon for a week -- conventions, hotel lobbies, opening of the Nutcracker at the Opera House -- and found out about our dinner just hours before it started. They volunteered their time to sing for us, Eric Alderfer being an old college friend of Tim Teeter's.

GREETINGS FROM OUR FRIENDS

Among the greetings we've received addressed to everyone at Shanti Project during this holiday season are these:

"Dear Shanti Angels -
I can't express how much you have helped me in the past 2 years. You certainly are a giving and caring group. I wish each and every one of you a most peaceful and merry Christmas with friends or loved ones. May the 90s be a prosperous year and decade for all of you and I will continue to hope that some day soon (unlikely) that you will be out of business.

Always, love,
John Reston"

"To All Our Friends at Shanti - Merry Christmas and loads of good wishes!
XXX Sydney and Paloma

P.S. I miss you all!"

"The many people with AIDS you've helped want to thank you for the hope your support provides. Have a merry and warm Holiday Season!"

From the Volunteers, Board and Staff at the Northwest AIDS Foundation

"Dear Shanti Project, Thank you for the contributions you have all made to our program. Your help is so valuable. ... wishing you a happy holiday season and a prosperous new year."

Native American Alcoholism Program Board, Staff, Residents of White Cloud and New Dawn Lodge

And Shanti frequently receives letter of support like the following:

"To All the volunteers at Shanti: One of our colleagues recently lost her ex-husband to AIDS. Both she and her ex-husband, Pat Reilly, spoke so highly of your organization that we decided to make a donation in Pat's memory. It is so wonderful to know that such people exist and continue to help those who need it most. Thank you very much."

Lawrence Elementary School
Middletown, Connecticut

TO THE STAFF: When you receive cards and letters that should be shared with all staff, submit them to TWAS so that we can all appreciate them. Thanks.
**WINDOW DECORATING CONTEST WINNERS ANNOUNCED**

Frank Bert and David Fields took a break from Holiday decorating on Wednesday to judge the staff Holiday Window Decorating Contest. Winners are as follows:

"Best of Show" - Room 116, Mike Frederickson's Black Nativity

"Tackiest" - Room 110, Eduardo Ramirez's Christmas Pigs in Bondage

"Cheapest Knock-off of a Union Square Window" - Room 110, Danny Castelow's Windswept Look

"Most Theatrical" - Room 107, Ali Marrero's Wise Men (Epiphany Theme)

"Most Likely to Give You a Sugar Rush" - Allen Piniol's Gay Polarbears

"Honorable Mentionless" - Margaret Tillinghast/Maria Dormido's Spray Snow That Will Take Longer to Clean up Than to Spray On

**UPDATE FROM PERSONNEL**

- **CONGRATULATIONS TO GEORGE SIMMONS, OUR NEW OPERATIONS MANAGER.** This opening was not posted to staff because George was promoted from within the department. George will also be handling information and referral, together with other staff in the Operations Department, and the Information and Referral Specialist position will be eliminated.

George and Jana will begin their new positions on January 1st, but will take the first week to do an assessment of the Operations function in the agency. Therefore, they will not be available to staff in their new roles until Tuesday, January 9th.

- **OPEN POSITIONS ON STAFF** are: part-time Counselor at SFGH (on hold until January), and Development Assistant. Also at the first of the year we will begin recruitment for 2 Emotional Support Volunteer Coordinators, and 1 Executive Assistant. Maintenance Specialist, Residence Program -- this person will replace Kat Buell who has left her position as Maintenance Specialist.

- **IN CASE YOU HAVEN'T HEARD,** our own Eric Shifler will be leaving Shanti in February. He's going to take a well-deserved break from working for a couple months before looking for another job. Doug Victor will be leaving at the end of the year and will be on medical leave.

- **VACATION UPDATE.** Those of you who have requested carry over of more than 40 hours of vacation into 1990 may do so. If you haven't notified Tim that you want to carry over more than 40 hours into 1990, please do, after checking with your department manager.

As of the beginning of the year, we will be changing the vacation carryover procedure. Since we all earn vacation based on our date of hire -- rather than a calendar year basis -- the "40 hour carryover rule" will change to an anniversary (i.e., date of hire) basis. This will mean that you need to use all but 40 hours of vacation before the beginning of your next year of employment with Shanti. January 1 through June 30, 1990 will be a grace period to allow staff to schedule and use vacation in excess of 40 accrued hours. More about this subject in January.

A final reminder: you need to use any accrued personal holidays from 1989 by December 31st.

- **END OF UNPAID LEAVE EXTENSION.** Thanks to all who took some unpaid time off during the second half of 1989. You helped the budget, and hopefully your sanity too! This option runs out as of December 31st, which also means that Shanti will require part-time employees who have been taking unpaid leave to begin paying the usual portion for insurance benefits effective January 1st.

**COMMUNITY EVENTS**

- **CONTINUUM: HIV Day Services,** at 10 United Nations Plaza, has several more days of Open House celebrations for their new Recreation Program: on December 19 and 21 from 11:00am to 2:00pm and December 20th from 5:00pm to 8:00pm. These events offer visitors the opportunity to learn more about their new program and to enjoy a program of entertainment, activities and refreshments.

The new Recreation Program offers an art studio, classes and other activities, day trips, hot meals, and quiet rooms to any individual with AIDS or ARC living in San Francisco.
DID YOU KNOW?

- As of December 15, contributions to Shanti's 1989 Holiday Gift Campaign to the Township AIDS Project in Soweto, South Africa total $1,005.00. You may continue to contribute until our Gala Winter Party on December 17, when the total will be announced. Please make your checks payable to "Shanti Project", notated to "Township AIDS Project" and give them to Margaret Tillinghast.

- Amy Schoenborn says: "I have received a copy of the controversial program for the art show 'WITNESSES: Against Our Vanishing' from Artists Space in New York. This show was the source of controversy when the National Endowment for the Arts suspended a grant under pressure from Jesse Helms. The suspension was aimed not at the show itself, but at this program, and its 'subversive political content.' The gay art community responded with massive demonstrations and as a result, the grant was reinstated. I have xeroxes available for any staff interested in seeing it -- a very powerful and moving document."

INFORMATION TO WARM YOUR HEART

- The Residence Program staff, en masse, did their annual tree, decorations, and wreath delivery to each of the 14 residences. Money for the trees was donated and we were then able to pass it on by buying our trees from the AIDS Emergency Fund. The gift-filled wreaths were put together and donated by Most Holy Redeemer.

  Untangling strings of lights and testing them was slightly less unnerving this year than in years past. Since all those involved in this arduous endeavor were Jewish, figuring out what made some lights work and others not, led to much kibbitzing and speculation.

- Nan Schlosberg recruited clown Arina Issacson to entertain at the SF AIDS Foundation's party for women, children, and families. Nan escorted one of our smaller residents to the party.

- Happy Belated Birthday to our newest staff member, Ken Siebert, who celebrated on December 13!

- Both Adelaida de la Rocha and Sandra Matsuoka celebrate their birthdays this week. Adelaida on December 16 and Sandra on December 19. Many happy returns!
The AIDS Epidemic: A Sense of Anger

The photographs of 550 people who died this year of AIDS in San Francisco were recently printed in the local gay newspaper, B.A.R. This remarkable gallery served to quantify the loss in a bold and stark way.

The photographs of these gay men and women were printed with only their first names as captions, which somehow seemed fitting to me. While some were my friends, colleagues and people I saw regularly at the gym or community meetings, the collection visually captured our incredible loss: countless regular guys who comprised the fabric of our communities.

As I sit at my desk I turn to another document, a list of people with AIDS on waiting lists for our various Shanti services. 55 people need housing; 40 await emotional support volunteers; over 75 seek a volunteer to assist them with chores, shopping, cooking and other tasks.

I become short-tempered, intolerant, angry. It is difficult for me to scan the B.A.R. obit gallery, review our wait lists, and then get the news that — for the first time — the federal government approved no increase in AIDS funds over last year's level. I feel frustrated when I attend AIDS conferences where workshops are now focused on "downsizing" our agencies, when no one is downsizing our caseloads. But I go absolutely nuts when I come across articles such as Vincent Carroll's recent column in The Chronicle entitled "Beginning of the End for the AIDS Epidemic?" (November 28).

'False Peak'

"This is the way the AIDS epidemic peaks," writes Carroll. "Not with a bang or a whimper but hardly with any notice at all ... It peaks, in other words, while Americans endure the same shameless scare tactics that have rained upon them for five years or so."

For the epidemic to have "peaked," means that we've reached the zenith and begun a decline. The "HIV/AIDS Surveillance Report," published by the Centers for Disease Control, shows a cumulative total of 35,419 U.S. cases documented in this past year, compared with 32,844 cases the year before. This is an 11.2 percent increase in one year. How does this indicate a "peaking" of AIDS in America?

The San Francisco Department of Public Health's "AIDS Reported Cases," published November 1, shows that in 1988, the department had received reports of 1,595 new cases during the year. Data in this current report shows that — for the first 10 months of 1989 — we have 1,597 new cases. Annualized, we can expect about 1,900 total new cases by the end of this month. How does a 20 percent increase of new local cases bring us to the conclusion that AIDS has peaked?

I felt angry, and I remain angry; at an author who seems ready to proclaim a premature end to the tragedy which continues to plague my community and our city and who labels our efforts to alert the disinterested public as "shameless scare tactics"; at The Chronicle, whose right to print AIDS articles with which I disagree I will always defend, but who abrogated their responsibility to factual accuracy with this decision; and to all those who appear eager to enter a second decade of AIDS with disinterest, denial and increasing death.
UPCOMING EVENTS

- The next Managers Meeting will be Wednesday, December 27, 9-11am, in the Conference Room.

- Hemophilia Update/All Staff Invited! Health educators Dana Francis and Jackie Fineberg from the Hemophilia Council will be here at Shanti Project (tentatively) on Thursday, January 4, from 2-3:15pm to provide us with an overview on hemophilia and the impact of HIV infection in that community. Since Alta Bates Hospital, the site of our next community training, has a hemophilia treatment center, this was arranged as an update in advance of the training. Any staff members who are interested are encouraged to attend. Call Christine at 354 if you have questions.

- Seminar Series for Staff will be held on January 12 and January 23, 1990. More information and an application will be sent to each non-management staff member on December 28.

Now is a good time for all Shanti paid staff to put on their schedules the two upcoming Inservice days -- Tuesday, February 6 and Friday, March 23. All staff members should plan on attending the start of our trainings around multicultural issues. The days will begin at 9 and end at 5 p.m. and lunch will be served. More details will be available in January. Please do not schedule meetings on these days and please try to arrange your schedule so that you can be included.

SHANTI HOLDS GALA WINTER PARTY

Approximately 500 volunteers, clients, board members and staff celebrated the holidays this past Sunday at Club Townsend. The guests mingled, renewed old friendships and made new ones. They feasted on festive finger food prepared by Lynn Scott Catering and danced to the wonderful music of Club Townsend D.J. Doc Martin.

All volunteers were honored during a presentation by the Executive Director, who acknowledged their contributions to Shanti Project and illustrated this using 16 volunteers as examples. Also, all volunteers who attended the Gala were presented with special volunteer T-shirts. The total contributions received ($1,045) for Shanti's 1989 Holiday Gift Campaign to the Township AIDS Project in Soweto, South Africa, was announced. (Many thanks to all who contributed).

Special thanks go to all staff members - Allen Piniol, Gail Golden, Iris Landsberg, Carol Kleinmaier, Donna McCarthy, Margaret Tillinghast, Ali Marrero (and partner Dusty Blue), Tim Teeter, George Simmons, Amy Shoenborn, and Richard Feigner for their efforts in making this Gala a success. Special kudos to Danny and Mike who chaired the event.

SHANTI CLIENT HOLIDAY PARTY HUGEST SUCCESS

The People with AIDS Activities Program out did itself throwing this year's Client Holiday Party for approximately 550 people. Joe Lane and a volunteer crew transformed the Shanti Project building into a magical and festive setting. Guests feasted on a lavish buffet catered by Ali Marrero, and were entertained by the San Francisco Gay Men's Chorus, and the music of Golden Gate Brazz.

Some of the clients and guests were photographed with Santa and Zsa Zsa (Mesha Irizarry), and all received holiday gifts which included everything from boxer shorts to crystal vases.

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Special thanks go to staff members and volunteers Craig Barnard, Danny Castelow, Chrese Gould, Gail Golden, David Ehrhardt, Eric Rofes, Mesha Irizarry, Ali Marrero, Martha Hoffman, Gail Winston, Holly Smith, Scott Stansbury, Larry Hjort, The Rainbow Roos, David Tejeda, Dusty Blue, Jim Stydahar, Joe Bourassa, Cees Van Aalst, Nell Gould, Jayne Dyer, Mary Russi, Chris Montain, Yvonne Luquis, Veronica Luquis, Carl and Brenda for their collective efforts in making this a joy-filled evening.

Season's Greetings

GREETINGS FROM OUR FRIENDS

Among the greetings we've received addressed to everyone at Shanti Project during this holiday season include:

"Dear Eric:

Cindy and I really enjoyed attending the Shanti Party. Everyone's spirits seemed uplifted and Shanti appears to be back on track. I appreciate your kind words about the airline video and, as always, I appreciate being kept abreast on what's going on.

I look forward to getting your calls on the 27th, 28th, and 29th of December so that we can discuss my involvement with Shanti. After you originally suggested the idea, which I think is a fine one, I started thinking about the specific needs of volunteers. I certainly welcome your input on this. There is much to say that would be of use to our volunteers and clients and I hope that we initiate this before too long. Although my travel schedule is sometimes severe, I'll always respond to a call from Shanti, and will help in anyway possible. Please let people know that any and all contacts are welcome."

Best Regards,
Charlie Garfield

"To Shanti Project Staff -

Best wishes for the holidays. This time of year brings back fond memories of the many holiday seasons I spent as a Shanti volunteer and staff member."

Rita Silverberg

UPDATE FROM PERSONNEL

- OPEN POSITIONS ON STAFF are: part-time Counselor at SFGH (on hold until January), and Development Assistant. Also at the first of the year we will begin recruitment for 2 Emotional Support Volunteer Coordinators, and 1 Executive Assistant. Maintenance Specialist, Residence Program -- this person will replace Kat Buell who has left her position as Maintenance Specialist.

DID YOU KNOW?

- On December 11th, we welcomed 27 new volunteers into the Emotional Support Program. Volunteer Coordinators have been busy placing new volunteers into groups, and taking a sigh of relief while matching these new volunteers with waiting list clients. This brings the total number of ES volunteers to 280.

- Adelaida returned to work on Monday, December 18th. Welcome back Adelaida. Philip's last day here was Friday, December 15th. He has done a wonderful job -- thank you, Philip! Jana Rickerson's last day as an ES VC will be December 22nd, and she will take on the new position of Director of Operations and Outreach. Doug Victor's last day as an ES VC will be December 29th. Doug has been a Shanti employee since August of 1985. His history here has brought to us a variety of learning experiences. He has been a wonderful volunteer coordinator. Alex Martinez will be working here temporarily as a VC, until permanent hires are made. While Andrew Pelfini is on vacation, Carol Kleinmaier will be acting director.

- A special thank you goes to Eduardo and his lover Mario for their part in the recently held Dance-a-thon. Eduardo and Mario danced for 5 hours at the I-Beam and collected approximately $800.00 in pledges.
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"Dear Eric:

Cindy and I really enjoyed attending the Shanti Party. Everyone’s spirits seemed uplifted and Shanti appears to be back on track. I appreciate your kind words about the airline video and, as always, I appreciate being kept abreast on what's going on.

I look forward to getting your calls on the 27th, 28th, and 29th of December so that we can discuss my involvement with Shanti. After you originally suggested the idea, which I think is a fine one, I started thinking about the specific needs of volunteers. I certainly welcome your input on this. There is much to say that would be of use to our volunteers and clients and I hope that we initiate this before too long. Although my travel schedule is sometimes severe, I’ll always respond to a call from Shanti, and will help in anyway possible. Please let people know that any and all contacts are welcome."

Best Regards,
Charlie Garfield

"To Shanti Project Staff -
Best wishes for the holidays. This time of year brings back fond memories of the many holiday seasons I spent as a Shanti volunteer and staff member."

Rita Silverberg

UPDATE FROM PERSONNEL

0 OPEN POSITIONS ON STAFF are: part-time Counselor at SFGH (on hold until January), and Development Assistant. Also at the first of the year we will begin recruitment for 2 Emotional Support Volunteer Coordinators, and 1 Executive Assistant. Maintenance Specialist, Residence Program -- this person will replace Kat Buell who has left her position as Maintenance Specialist.

DID YOU KNOW?

0 On December 11th, we welcomed 27 new volunteers into the Emotional Support Program. Volunteer Coordinators have been busy placing new volunteers into groups, and taking a sigh of relief while matching these new volunteers with waiting list clients. This brings the total number of ES volunteers to 280.

0 Adelaida returned to work on Monday, December 18th. Welcome back Adelaida. Philip's last day here was Friday, December 15th. He has done a wonderful job -- thank you, Philip! Jana Rickerson's last day as an ES VC will be December 22nd, and she will take on the new position of Director of Operations and Outreach. Doug Victor's last day as an ES VC will be December 29th. Doug has been a Shanti employee since August of 1985. His history here has brought to us a variety of learning experiences. He has been a wonderful volunteer coordinator. Alex Martinez will be working here temporarily as a VC, until permanent hires are made. While Andrew Pelfini is on vacation, Carol Kleinmaier will be acting director.

0 A special thank you goes to Eduardo and his lover Mario for their part in the recently held Dance-a-thon. Eduardo and Mario danced for 5 hours at the I-Beam and collected approximately $800.00 in pledges.