

22 YEARS OF PEACING IT TOGETHER!®

the
mosaic
project™



2022 Annual Report

I saw so many students transform before my eyes! - Sarah Wheels, Partner Teacher

Dear Mosaic Community,

Transformational. That's the word that came up again and again throughout the fall 2022 season of our signature program, the Outdoor Project – our first season back since the pandemic began. We are immensely proud of everything you helped us accomplish during our time away from the Mosaic Woods, but as we were reminded this fall, nothing compares to the power of a week at the Outdoor Project. Here are just a few examples of the transformation our partner teachers described:

- **“They were silent at school, but now they talk!”** Students who had been withdrawn and shy came out of their shells, socializing with students from their own schools and befriending students from other schools.
- **“I could see the emotion in their eyes when they finally felt understood and seen.”** Students who had difficulty making friends and often acted aggressively now demonstrated effective conflict resolution, authentically connecting with their peers.
- **“They honestly reflected on how they've treated others and committed to doing better this school year.”** Students became more aware of their impact and felt empowered to make more peaceful choices.

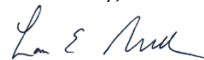
- **“They feel they can actually make a difference in the world!”**

It is not just our youngest students who have been transformed. Teenage Youth Leader Mira, who first came to Mosaic as a 4th grader, said, **“Mosaic gives me hope for change in our world and it encourages me to make change at home, since I saw how just one week of Mosaic changed the kids.”**

And let's not forget our partner teachers! Oakland teacher Joanna Santillan shared: **“Mosaic has not only taught my students, but has also given me a new perspective in my teaching. I always have felt that I was missing something to support my students, but I believe that I have found it.”**

We are deeply grateful to you, our Mosaic community, for making it possible to return to the Outdoor Project. We look forward to celebrating with you when we are one day able to run this program year-round on our very own site in Castro Valley! Together, we can continue to provide transformational experiences for generations to come.

Gratefully,



Lara Mendel

Co-Founder/Executive Director



Kara Murray-Badal

Board President



Mosaic helped me realize that we can change the world, but we can't do it alone.

- Asher, age 10

Mission

We work toward a peaceful future by uniting children of diverse backgrounds, providing them with essential community building skills, and empowering them to become peacemakers. Our complementary work with youth and adults not only supports our youngest peacemakers, but also enables us to reach wider communities through schools, community-based organizations, and the workplace.

Together, we create microcosms of the just, diverse, inclusive world we envision, demonstrate that peace is possible, and inspire action.

Our Core Values

- Mutual Respect
- Open Mindedness
- Self Respect
- Attitude (an awesome one!)
- Individuality
- Community



It's a transformational experience for our kids. A perfect combination of fun camp silliness and joy with important and tangible skill building.

- Ayala Goldstein, Partner Teacher

After two years on pause, this fall we returned to running our signature program, the Outdoor Project. We served 408 4th and 5th graders from 12 schools (plus a Girl Scout troop)!

The Outdoor Project **brings together 4th and 5th grade classes from markedly different communities** for a profound weeklong experience in nature. Our dynamic, experiential education, based on proven research in social-emotional learning, is designed to address issues of difference, build self-esteem, and inspire inclusion. Students learn through shared challenges, exciting “gametivities”, honest discussions, and the power of song.

100% of teachers report they saw positive behavioral changes in their class after attending the Outdoor Project.



The In-School Project deepens and sustains the impact of our Outdoor Project by providing workshops for teachers and parents, as well as by introducing Mosaic lessons and skills from the very beginning of elementary school and cultivating them throughout the grade levels. This year, we provided interactive musical assemblies, classroom workshops, and two-day retreats for nearly 3,600 elementary and middle school students.

The Youth Leadership Project provides extensive training for youth ages 15-23 who serve as mentors for the younger students at the Outdoor Project and form a vibrant cross-cultural community. They also engage in leadership and volunteer opportunities at Mosaic events, workshops, fundraisers, and service learning projects. Over 100 Youth Leaders joined our Youth Leadership Project this year.

The Mosaic Consulting Project provides experiential education programs for companies, organizations, and schools that want to invest in creating an inclusive, equitable, productive work environment. Along with our continued partnership with Castro Valley Unified School District, a highlight from this year includes creating a curriculum for the National Society for Black Engineers that integrates our

social justice lessons into their engineering summer program for one thousand 8-10 year-olds. We even wrote them their own theme song! Additionally, we led The San Francisco School's Board of Directors in mapping out their Justice, Equity, Diversity & Inclusion plan and wrote a guide for Best Practices. We served over 1,400 participants through our Consulting Project this year.

Online Resources include the updated [Action Guides](#) for Businesses and Families and [Activity Bank](#). This searchable database contains over 70 lessons of our peace-building curriculum for all ages, making our resources easily accessible to our partner teachers and beyond! It will soon include Mosaic in Action, an innovative civics curriculum series infused with our core lessons!





What was most important for me, to be honest, was the sense of community. Mosaic reminded me what community and love were this week.
- Jag, Youth Leader

The Mosaic Project serves the San Francisco Bay Area and partners with 25 elementary schools to bring 4th and 5th grade classes to our signature program, the Outdoor Project. To fulfill our commitment to **serve a population that mirrors the diversity of the Bay Area**, The Mosaic Project intentionally partners with schools and organizations that differ markedly in socioeconomic, racial, and cultural make-up. **In 2022, we served nearly 6,000 individuals directly and thousands more through our virtual resources.**

Since 2000, we have served over 84,000 individuals:

14,500
4th and 5th graders through the Outdoor Project

2,600
Teens and young adults through the Youth Leadership Project

45,000
Students through the In-School Project

22,000
Adults through the Mosaic Consulting Project



99% recommend Mosaic.

89% say Mosaic changed them.

Outdoor Project Students

Eighty-nine percent of our 4th and 5th grade Outdoor Project participants report that the experience changed them. Their transformation includes wanting to spread peace; understanding how to be assertive; and applying the Mosaic lessons of Mutual Respect, Open Mindedness, Self Respect, Awesome Attitude, Individuality, and Community.

How did Mosaic change you?



Mosaic changed me by not just going against someone else but to solve the problem for both of us.

- Tusbira, age 11

N=3,127

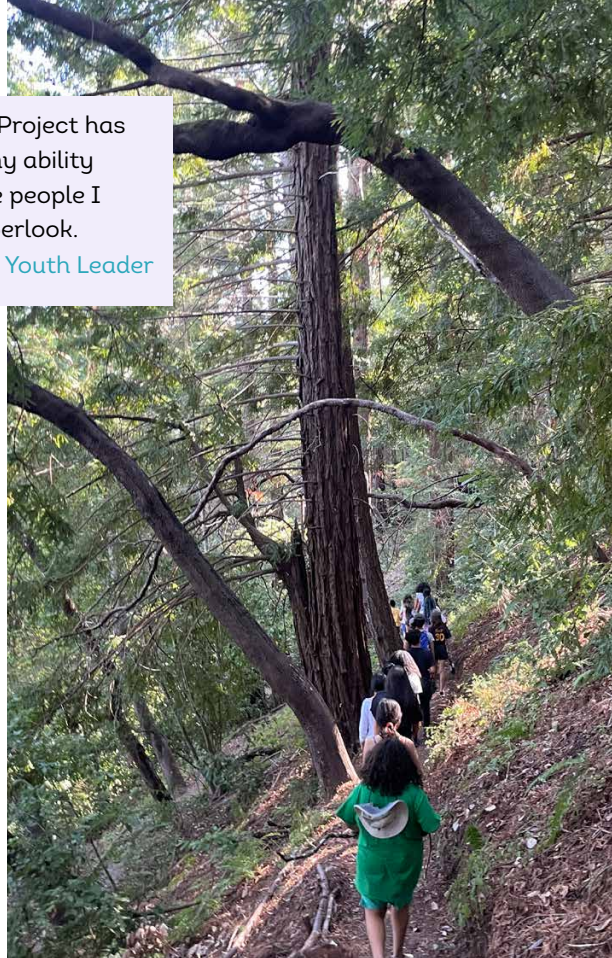
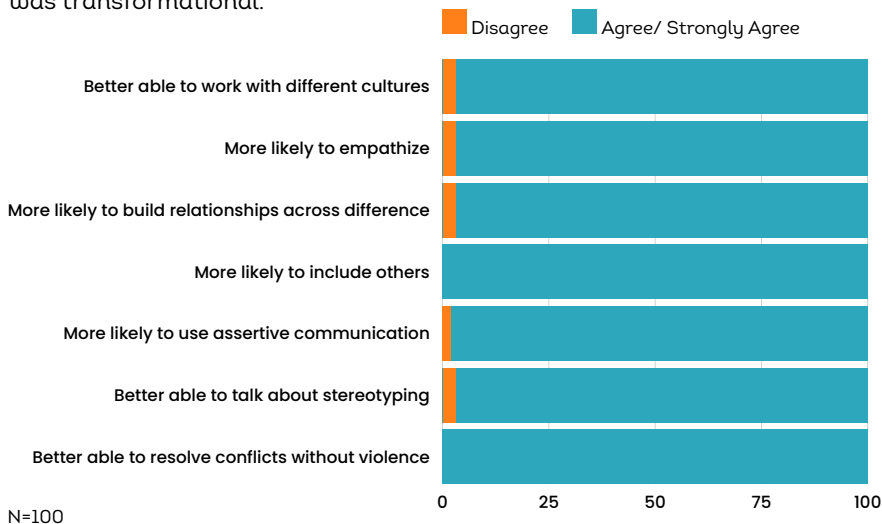
Youth Leaders

One hundred percent of our Youth Leaders say that their Mosaic experience was transformational, that they are now more likely to include others, and that they are better able to resolve conflicts. Nearly all participants say that because of The Mosaic Project, they are better able to work with and build relationships with others, empathize, be assertive, and address stereotyping.

The Mosaic Project has increased my ability to humanize people I normally overlook.

- Hunter, Youth Leader

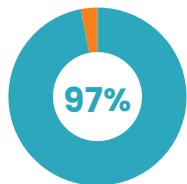
100% say Mosaic was transformational.



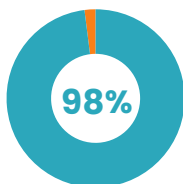
Outdoor Project Alumni

Our lessons are not easily forgotten. When surveyed after five years, nearly all responding alumni state that, because of The Mosaic Project, they are more likely to empathize with those different from themselves, more likely to interrupt discrimination, and better able to resolve conflicts peacefully. The surveys are also evidence of something else—that special lightning that Mosaic manages to capture in a bottle. One of the most common words our alumni use to describe their experience is “magical.”

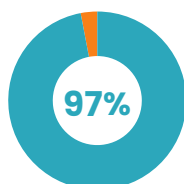
Disagree Agree/ Strongly Agree



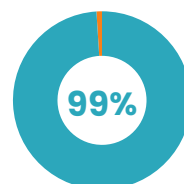
I am more able to resolve conflicts peacefully.



I am more confident working with people who have different cultural or ethnic backgrounds than me.



I am more likely to interrupt prejudice, discrimination, and injustice when I see it.



I am more likely to empathize with those who may think or act differently from me.

N=343

My experience at Mosaic was life changing. As a 5th grader, I remember not being able to fathom waiting SIX years until I could come back and go through it all again.

- Katya, Mosaic Alumnus & Youth Leader

Outdoor Project Alumni Engagement

- 50% Youth Leaders are Outdoor Project student alumni
- 58% Outdoor Project staff are student/Youth Leader alumni
- 36% Year-round staff are student/Youth Leader alumni
- 22% Board of Directors are student/Youth Leader alumni



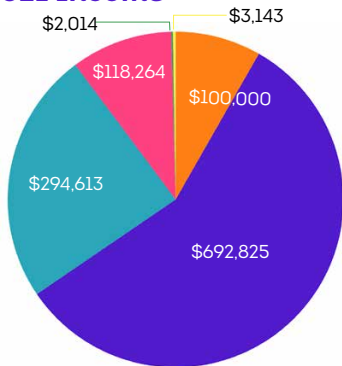
We are creating our permanent home – an environmentally sustainable center for equity, empathy, and effective communication across differences! Conveniently located in Castro Valley in the heart of the San Francisco Bay Area, our new site will ensure that future generations have year-round access to our unique experiential education programs.

Our site plan (architectural, landscape, water system including grey water, and septic designs) and the

Environmental Impact Report are all complete! We are continuing to move through the permitting process with Alameda County. [Check out the 3-D videos](#) of our architect's renderings of the future cabins, dining hall, and staff house!

We are infinitely grateful to Scott and Molly Forstall who generously purchased the land where we are building our future!

2021 Income



Total = \$1,210,859

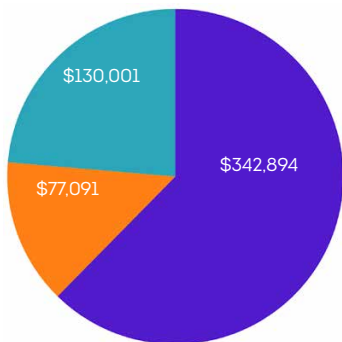
- Government Grants
- Individual Donations
- Foundation and Corporate Grants
- In-School Program & Workshop Fees
- Merchandise Sales
- Miscellaneous Income



As a long-time Mosaic partner, I 100% believe it is changing individual lives while also giving hope for a brighter future for all.

– Steve Morris, Head of School,
The San Francisco School

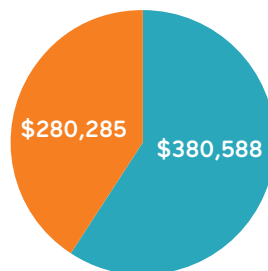
2021 Expenses



Total = \$549,986

- Program
- Fundraising
- Management and General

2021 Capital Activities



Total = \$660,873

- Capitalized Building/Development Expense
- Directed to Capital Fund

Our total 2021 net profit of \$660,873, larger due to the pandemic, went to our Capital Fund to support the development of our permanent home in Castro Valley.

Year-Round Team

Full-time

Jamika Abair
Administrative & Outreach
Director

Khemnes Fisher
Youth Leadership Project
Director

Brian Lowe, MBA
Chief Operating Officer

Sandra Martin-Dent, MA
(Education)^{*}
Special Projects Director

Lara Mendel, MA
(Anthropology)
Co-Founder/Executive Director

Rebeca Pessoa
Program Director

Chano Tizon^{*}
Program Director/
Resident Rock Star

Outdoor Project Facilitators

Rosie Alonso
Kayla Conway
Jordan Frodente
Ashanti Johnson^{**}
Wadson Leite

Part-Time

Emily Bang^{**}
Grants & Editorial Specialist

Ray Buetens
Graphic Designer, Slub Design

Maiya Lanae Evans, MPH
Lead Facilitator,
Mosaic Consulting Project

Chandra Page
Accounting & Development
Manager

Charlotte Trotter^{**}
Communications &
Development Coordinator

Celeste Lopez
Hector Marte^{*}
Zoe Tizon Niauradakis
Pita Shayo^{*}
Fame Vasquez

- ^{*} Youth Leadership Project Alumni
- ^{**} Outdoor Project student Alumni

I think the mix of songs, storytelling, goofiness, and experiential learning, and the incredible staff who deliver it so well, make it all very effective.

- Susi Brennan, Partner Teacher



Staff and Youth Leaders



Kara Murray-Badal, MBA/MPA, President*
Director, Turner Center Housing Lab

Chantal Byrne, MBA/MA, Vice President
Principal, Prospect Development Partners

Terry C. Britt, Treasurer
Sr. Vice President, City Building, Inc.

Albert Chan, MBA/MS, Secretary*
Supplier Clean Energy Program, Apple

Lia Barrow
Personal Assistant, JustCoz

Erich Braun
Partner, KPMG LLP

Nate Brewer*
Talent Partner, Rippleworks

Brett Dennen
Singer/Songwriter & Original Mosaic Resident
Rock Star



Kristin Hull, PhD (Education)
Founder & CEO, Nia Impact Capital

Lara Mendel, MA (Anthropology)
Co-Founder/Executive Director, The Mosaic
Project

Chasmin Moses, MA (Education)
Founder & CEO, The Box Care

Sabrina Moyle, MBA, President Emerita
CEO, HelloLucky

Tari Nicholson
Community Activist

David Shor**
Organizer, Seed the Vote

Lawrence Shorter, MS
VP, User Experience & Product Content,
Contrast Security

Andrew Stein, MBA
Head of Business Operations, Ladder Insurance

Marisol Vela-Chiu, MA (Management)
Head Teacher and Program Coordinator,
Scientific Adventures for Girls

Lynne Wander
COO, UtilityAPI



The mission of The Mosaic Project has become such an imperative today. The goal of building community connections among our youth cannot be overstated. As a Castro Valley resident of 28 years, I am so pumped to have the home of The Mosaic Project slated to be right here in my hometown.

- Terry Britt, Board Member

- * Youth Leadership Project Alumni
- ** Outdoor Project student Alumni

We are deeply grateful to all our wonderful supporters including the following:

Peace Luminaries \$75,000+

Julian Abdey & Sabrina Moyle
The Beltramo Family
Capital Group Companies
Charitable Foundation
Scott & Molly Forstall
Jan & Fred Hodder
Rebeckah Lord
Rod Womer & Barbara Karplus

Peace Trailblazers \$50,000+

Hirni & Tarang Amin
Mary Ford & Rob Lewis
Rippleworks Inc.
Tikun Olam Foundation

Peace Champions \$20,000+

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Kazan McClain Partners'
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Foundation
Tari & Bill Nicholson
Quest Foundation
The Charles S. & Millicent P.
Brown Family Foundation

Peace Leaders \$10,000+

Botti Family Fund
Chantal & Robert Byrne
Change Happens
Clorox Company Foundation
Fund
In memory of C.R. Gibb
Human Family Unity
Foundation
Kristin Hull
Cathy Kornblith
Nia Community Foundation
Orchard House Foundation
Peaceful World Foundation
The Trueblood Family
WHH Foundation
Laurie Wright Grossman &

David Wright
David & Grace Yuan

Peace Builders \$5,000+

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Erich & Kelly Braun
Clif Bar Family Foundation
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Anne-Marie & Wylie Peterson
Lisa & Brian Regan
Pamela Riley
Gloria Shapiro
Susan & Ellen

Peace Allies \$2,500+
Anonymous
Amy Ensing-Barstow Memorial
Fund at the East Bay
Community Foundation



There is something incredibly moving about witnessing 4th & 5th graders practice life skills, such as conflict resolution, in community with other children they likely would have never met if not for The Mosaic Project. In a time when it is so easy to feel

overwhelmed with uncertainty and division, Mosaic gives me so much hope for the future! I wish I'd had the opportunity to attend Mosaic's Outdoor Project as a child.

– Kristen Brown, Supporter

Sriram Balasubramanian & Renate Zangl
 Lia Barrow & Immanuel & Elijah Barrow Ward
 Gerry & Paulette Beemiller
 Nate Brewer
 KPMG LLP
 Tim Lykowski
 Tamara Slouer
 The WELWE Foundation
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Peace Advocate \$1,000+

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 Northstar Foundation
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 Random Order Productions
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 Slub Design
 Squire Patton Bogs (US), LLP
 The Trueblood Family

I believe everyone should have the opportunity to experience the magic of Mosaic so future generations can change the world!
 - Arielle Garcia, Partner Teacher



Hear our new album!

I'm going to keep thinking about the songs and their meaning.
- Zhazira, age 10

I was hooked immediately. The music is authentic and I loved that it has variety while still maintaining its own sound and personality.

- Bepie, Music Educator & Children's Musician

Our new album is now available!

Nearly 20 years in the making, we released a new album this year! [Children's Songs for Peace and a Better World, Volume 2](#) features songs written and sung around the campfire by Mosaic's Resident Rock Stars throughout our history. It is a mosaic of music, comprised of 14 tracks of different genres and styles that embrace the challenges and joys of peacebuilding. Each song features different artists exploring lessons including the Keys to Peace (Listening Song, Assertiveness Song), not blaming others (Peace Blockers), understanding someone else's perspective (B.B. Wolf), and fairness (Make It Fair). Every Mosaic facilitator, Youth Leader, teacher, and student who has sung around our campfire has contributed to the music on this album!