



THRIVE! FAITHS Master Class Series 2021
Lessons Learned:
Pivoting Beyond COVID-19



San Francisco
Foundation

INTRODUCTION



Michelle L. Myles Chambers
FAITHS Senior Program Officer

Life during the COVID-19 pandemic has taught us that faith and community-based organizations are not immune to experiencing disasters. While we all talk about being prepared, often busy faith-based and CBO leaders can't set aside the time to access needed training.

In spring 2021, the San Francisco Foundation FAITHS Program presented THRIVE! The Master Class Series. These trainings drew on the knowledge of experts in their fields with decades of experience. Master Class experts guided leaders in taking critical steps by planning their pivot out of the challenging and even sometimes heartbreaking Covid-19 season with clarity and hope.

Sessions helped prepare nonprofit and faith-based leaders to navigate five key areas critical to recover from current challenges

now to save property, finances and perhaps even the organization, community and lives. For program participants, the time spent made the difference in by preparing for whatever comes next. This Resource Toolkit provides invaluable information presented by the THRIVE series Master Teachers. It includes session recordings, presentations and materials from the five sessions:

Session 1: Steps to Developing an Organization Disaster Preparedness Recovery Plan & FEMA Resources

Session 2: Rolling Out Your Reopening:
The Right Way to the New Normal

Session 3: Tech Savvy: More than Zooming, Facebooking and You-tubing

Session 4: The Health Care Team -
How to Build a Strong Health Program Today That Will Save Lives Tomorrow

Session 5: Positioned for Funding

In Community,
Michelle L. Myles Chambers



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Session 1



Steps to Developing an Organization Disaster Preparedness and FEMA Resources

The first of the five interactive THRIVE zoom sessions took place on April 9, 2021. Session 1 Master Class instructors were Heather Lee, Program Manager for San Francisco Community Agencies Responding to Disaster (CARD) and Charles Craig, FEMA Region IX, Voluntary Agency Liaison (VAL).

Heather taught leaders how to create a preparedness plan designed to save property, finances, the organization's future and even lives in the community. Charles provided an overview of the FEMA Recovery Program, the sequence for delivery of federally-declared disasters and understanding voluntary organizations active in disaster.

Participants learned about:

- The essential steps of developing an organization recovery and disaster preparedness plan
- Identifying priorities
- Training employees on emergency preparedness
- What equipment and connections you need to get started
- Strengthening internal and community communications
- How to practice the plans you've designed
- Financial and budgetary considerations
- Understanding how FEMA works
- Accessing FEMA resources

Resources Links

•[Session Recording](#)

•[Heather Lee PowerPoint](#)

•[Heather Lee Resources](#)

•[Charles Craig PowerPoint](#)

•[Charles Craig Resources](#)

Heather Lee Web Resources – Session 1

1. We could all use a little practice with the socializing. Check these [tips](#) out!
2. Disaster planning - [COOP v Emergency Plan](#) (10 minutes). This is the FEMA template.
 - A. Agency emergency plan [template](#)
3. [POETE](#) (30 minutes)
4. For a more accurate search, type “national” or “your state, county or city” in front of the keyword you want to look for.
 - A. [SF CARD](#)
 - B. SFIC and other interfaith councils
 - i. [National Disaster Interfaith Network](#)
 - ii. [San Francisco Interfaith Council](#)
 - a. Search (interfaith council) - most do not have an explicit disaster mission, but San Francisco does, and they have a great resources page under Links+.
 - C. VOAD/COAD and fellow disaster response organizations
 - i. [NVOAD](#)
 - ii. [SF VOAD](#)
 - iii. [ALCO VOAD](#)
 - iv. MARIN VOAD – Email Heather at heather@sfcad.org and she'll connect you via email
 - v. [SANTA CLARA VOAD](#)
 - vi. [NAPA COAD](#)
 - vii. [SONOMA COAD](#)
 - a. Search (county name VOAD)
 - D. Government Resources
 - i. [FEMA](#)
 - ii. [CalOES](#)
 - iii. [BA UASI](#)

Note: if you reach out to the above Government agencies, you will eventually get back to me)

 - a. Your County Government
 - b. Search (whatever word in google seems relevant, when in doubt add the word disaster or emergency to the search)

Session 2



Rolling Out Your Reopening: The Right Way to the New Normal

The second of the five interactive sessions, took place on April 29, 2021, addressed what faith and nonprofit organizations should consider, plan for, and do before re-opening. Master Teacher, Ana-Marie Jones, a nationally recognized expert in community readiness and resilience shared concrete approaches and easy-to-implement solutions that will help keep congregations and communities safer throughout the reopening process and beyond.

Master Teacher, John McKnight, Community Branch Manager for the San Francisco Department of Emergency Management, Emergency Operations Center in response to COVID 19, answered participants' questions about the science supporting reopening given the myriad challenges amid COVID-19 vaccination vs hesitance.

Participants learned about:

- The key considerations for reopening safely
- The importance of maintaining diverse community contacts
- How to partner effectively with public health entities
- Advice for managing staff and volunteers
- How to make sure that physical environments supports new messaging
- Assigning new roles and responsibilities for staff and volunteers
- How to access community resources i.e updated health information
- Coordinating masking, organization logistics and more.

Resources Links

•[Session Recording](#)

•[Ana-Marie Jones PowerPoint](#)

•[John McKnight PowerPoint](#)

•[John McKnight Resources](#)

Session 3



Tech Savvy: More than Zooming, Facebooking and You-tubing

The look and functioning of faith organizations pre and post COVID-19 pandemic are very different. Many organizations, and their client need and expectations have changed. In addition demographics have changed, and most importantly, the congregation and client base itself is likely now populated with people they've never met. Session three of the series was presented on May 21, 2021 by technologist and Master Teacher, Lili Gangas, Chief Technology Community Officer at Kapor Center and faith-based trailblazers, Chelsea Boniak, Development Director of Children Rising and Bishop K. R. Woods, Covenant Worship Center.

The team discussed how leaders often stifle the potential of technology by utilizing technological platforms in traditional ways. They discussed how innovative approaches can change the game, expanding the organization's reach, stabilize its base of support, and boost its community impact today and beyond.

Participants learned about:

- Understanding technology to make technology work for you
- What is the Cloud?
- What is meta data?
- Available tools for collecting information
- The power of I-Program Design
- Expanding and refining the client base through technology
- Using Technology to explore new approaches to familiar programming

Resources Links

- **Session Recording**
- **Lili Gangas PowerPoint**
- **Chelsea Boniak Power Point**
- **Bishop K. R. Woods PowerPoint**

Web Resources - Lili Gangas

- **Business model canvas**
- **Hubspot Blog for digital marketing**
- **Grow with Google**



The Health Care Team – How To Build a Strong Health Program Today that Will Save Lives Tomorrow

Organizational health programming such as the health ministry and the nonprofit health team have moved to the front lines of defense for most organizations, whether they are for-profit, non-profit, or faith-based. Building a strong health ministry or team a critical step to reopening. Doing this the right way will determine whether remaining open is even sustainable. The reverse is also true. Missing this key step will knock reopening all the way back to square one. Solid, intentional health programming now is an essential component in the responsible care of congregations, nonprofit constituents and whole communities.”

Session 4 Master Teachers, trailblazers in the fields of nonprofit and faith-based health programming address critical issues integral to the importance, design, and management of post COVID-19 health ministries and teams.

Trailblazers Marion Harris, Minister, Glad Tidings International C.O.G.I.C and Health Ministry Consultant; Priscilla Banks, Principal, the Banks Group; Michelle Moseley, Program Coordinator and Community Health Educator at the University of California, San Francisco, Helen Diller Family Comprehensive Cancer Center- Office of Community Engagement; Dr. Stacey Hunt, Kaiser Permanente Medical Group; and Dr. Kelechi Uwaezuoke, Public Health Consultant.

Participants learned about:

- Challenges, opportunities and requirements facing the post-COVID health ministry/team
- How to pivot from the traditional health model
- Successful health team/ministry models that prepare for future challenges
- Action steps in building or fortifying the health ministry/team infrastructure
- Major team training considerations/approaches
- How to become a Public Health Department collaborative partner
- How to identify and partner with a physician advocate

Resources Links

- [Session Recording](#)
- [Priscilla Banks PowerPoint](#)
- [Michelle Moseley PowerPoint](#)
- [Marion Harris PowerPoint](#)
- [Dr. Stacey Hunt PowerPoint](#)
- [Dr. Kelechi Uwaezuoke PowerPoint](#)
- [Dr. Kelechi Uwaezuoke Resources](#)

Web Resources

Convert your Worship House into a Vaccination Clinic

- [English Version](#)
- [Spanish Version](#)



POSITIONED FOR FUNDING

The final session of the Masterclass Series, Master Teachers, Michelle L. Myles Chambers, Senior Program Officer, FAITHS Program, San Francisco Foundation, and Carmen Bogan, MBA Senior Consultant, the Bogan Group, provided guidance on next steps to moving forward. The session addressed how to apply the information, advice and wisdom from the Series' Master Teachers to position their organizations to receive critical funding and other resources for the coming, post-COVID competitive environment. Session 5 Masterclass teacher's included Kathleen Piraino, Executive Director, Episcopal Impact Fund; and Josh Lee, Senior Program Officer, East Bay Community Foundation

Participants learned about:

- Using the Resource Toolkit to address organizational challenges, pivot to the new normal
- Organizational framework to receive funding moving forward
- The “eyes wide open” internal assessment
- Making a strong case for your organization – the approach to funders
- Funder advice: Insider Tips Roundtable Discussion
- On the horizon

Resources Links

[Session Recording](#)

[Session PowerPoint](#)

[Joshua Lee PowerPoint](#)

[Darryl McMillon PowerPoint](#)

It's time to Thrive.

2021



Masterclass 2021

Faculty



Carmen Bogan, MBA
The Bogan Group
2021 Masterclass Director

Carmen is a senior nonprofit organizational management consultant with over 25 years' experience in the field. Under the umbrella of The Bogan Group, LLC., supports diverse clients from grassroots community and faith-based organizations to foundations, large nonprofit organizations and government entities.

As a former corporate management consultant and community fund executive director, Carmen approaches projects from a unique perspective, combining sound business principles with respect for community insight and wisdom, to equip client organizations to excel independently. She holds a BA in journalism from of Stanford University and an MBA in finance and management from the Anderson School of Management at UCLA. Her mantra is "Dream On..."



Sayron Stokes
FAITHS
2021 Masterclass Program Assistant

Sayron currently serves as the Program Assistant for the FAITHS & Power Pathway. She received her Bachelor's in African American Studies in 2018 from University of California, Los Angeles. As an active Alumna, Sayron serves on the scholarship committee where she continues to serve other Black Bruins in the hopes of alleviating the financial burdens associated with higher education. Sayron is currently studying for the GRE as she is looking to apply to grad school to get her MBA.

Her mantra is " Each one, teach one!"



Charles Craig
FEMA Region IX
Voluntary Agency Liaison (VAL)

Throughout his emergency management career, Charles has served in various positions with FEMA: as a VAL, Mass Care Specialist, or Individual Assistance Branch Director. He has deployed to over 100 disasters which includes hurricanes, typhoons, wildfires, flooding, earthquake, tsunami, volcanic eruption, tornados, Unaccompanied Children Influx in 2014, 2019, 2021 and the COVID-19 Pandemic. Additionally, Charles has facilitated the formation of numerous Long-Term Recovery Groups and Voluntary Organizations Active in Disaster (VOAD).



Heather Lee
Program Manager
SF CARD

Heather Lee, Program Manager, SF CARD (Community Agencies Responding to Disaster), a non-profit that helps other non-profit organizations prepared for, respond to, and recover from, disaster. Heather is a former minister in the Episcopal Church and Red Cross volunteer who has two grown children and loves to cook and quilt when she isn't thinking about emergency exits and the possibility of doing an evacuation drill during a Sunday church service.



Ana-Marie Jones
Consultant
Emergency Preparedness Advocate

Since the 1989 Loma Prieta earthquake, Ana-Marie Jones has been a passionate advocate for transforming emergency readiness and disaster resilience. She is a popular keynote speaker and facilitator, and has worked on many national and local initiatives to build vulnerable communities into all aspects of disaster and public health emergency management.

In 2012, Ana-Marie was inducted into the Women in Emergency Management and Homeland Security Hall of Fame for her innovations with engaging diverse communities. Ana-Marie Jones has won 3 Cable Telly Awards and other recognition for her work.



John McKnight
Unit Lead
San Francisco COVID Command Center

As Community Engagement and Virtual Outreach Unit Lead at the San Francisco COVID Command Center; he and his team ensure community agencies receive timely and accurate information during the pandemic while coordinating meetings with organizations across the city to enable their voices to be heard by COVID Command operations. . He is responsible for coordinating the Non-profit, faith based, and community organizations response during this activation



Lili Gangas
Chief Technology Community Officer
The Kapor Center

Lili works to create new and more inclusive tech innovation ecosystems regionally & nationally. Her work is centered at the intersection of technology, economic justice, and action driven partnerships to tackle pressing social and economic inequities of underrepresented communities. Her areas of focus and interest include tech advocacy themes such as closing the Digital Divide, Future of Work(ers), Responsible Technology, and Ecosystem Building as they relate to new models with cross sector partners. Lili believes that it is critical that we help prepare and upskill communities of color for the future and encourage going beyond being consumers to also being creators and owners.



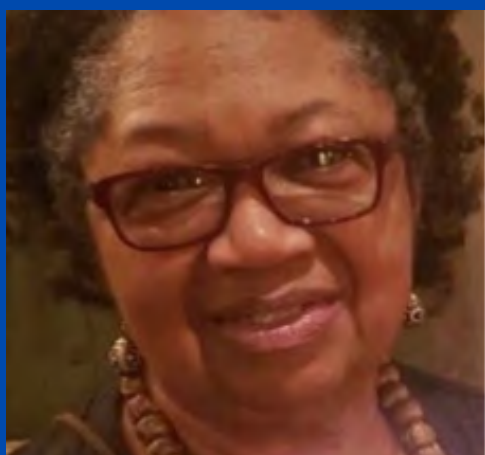
Chelsea Boniak
Director of Development and Finance
Children Rising

Chelsea works to ensure the Children Rising programs are fully funded to provide as many children as possible with life changing support from the community. Chelsea has been with Children Rising since its early years and has truly been part of the fabric of the organization. In 2003 she contributed as an administrative assistant, which evolved over time to include event planning, fundraising, grant writing, donor cultivation, finance and human resources. Chelsea earned her sociology degree from UCLA and is passionate about supporting the community by providing opportunities to invest in children and youth. She was raised, educated and still lives in Oakland with her husband and two young children.



Bishop K.R Woods
Chairman, Northern California District Council
Pentecostal Assemblies of the World Inc.

Bishop K.R. Woods celebrates over thirty-five years of service to the Body of Christ. Bishop Woods has traveled extensively across the United States as an author, evangelist, and seminar speaker. He is a pioneer of working with youth and young adults in ministering the gospel through technology and creative approaches. He has held several offices in the local church, community organizations and as District Elder in the 16th Episcopal District of the Pentecostal Assemblies of the World Inc. Currently, he serves as Chairman of the Northern California District Council of the Pentecostal Assemblies of the World Inc. Bishop K.R. Woods is the Founder and Lead Pastor of Covenant Church in Berkeley, California.



Priscilla J Banks
Senior Consultant
The P J Banks Group

Priscilla Banks is skilled in program design, organizational development, and program management. She has provided her consulting expertise to the Alameda County Department of Public health, Contra Costa Department of Public Health, California Department of Public Health and to Community Based Organizations. Over the course of 20 years, she directed psycho-social quality of life research collaborations with UC Berkeley, UCSF, and Kaiser Division of Research.



Michelle Moseley
Lead Health Educator
Office of Community Engagement
UCSF Comprehensive Cancer Center

Michelle Moseley is Lead Health Educator in the Office of Community Engagement at UCSF Comprehensive Cancer Center. She has worked in public health, cancer prevention & control for over 25 years, applying expertise in health education, program planning, training & capacity building to support dissemination & uptake of evidence-based interventions to foster healthier living. She holds Bachelor's & Master's degrees in Health Science and a Certified Health Education Special Credential.



Marion Harris
Consultant

Marion Harris is a practicing community health nurse, faith community nurse, ministry leader, and health education professional with over four decades of experience. Marion has proven career success in health education, community engagement, and program development within unique, culturally diverse communities. She is recognized as an authentic leader and mentor who partners with public and health service agencies and faith-based organizations to advance health-centric objectives in marginalized communities.



Stacey Hunt, MD
Permanente Medical Group

Dr. Hunt the Permanente Medical Group in 2002. In addition to her patient practice, Dr. Hunt is currently the Regional Director for Culturally Responsive Care and Inclusion for Medical Subspecialties where her work addresses Health Disparities and Health Equity through the intersectionality of medicine and social determinants of health.



Kelechi Uwaezuoke, PhD
Professor
Public Health

Master Encourager. Sniper of Toxic Thoughts. Student Whisperer. Dr. Uwaezuoke holds an MPH with a focus on Community Health and Prevention from Drexel as well as a BA in Social Welfare and Ethnic Studies and a doctorate in Public Health from UC Berkeley. Her research portfolio includes an exploration of the educational experiences of historically under-represented premed students in the University of California system, the role of pathway programs in increasing health workforce diversity and program evaluation as a means of identifying best practices for increasing educational equity and sustainable institutional change.



Joshua Lee
Senior Program Officer
East Bay Community Foundation

Born and raised in Oakland, Joshua Lee (he/him) has been leading grassroots organizations in the Bay Area for over ten years. A focal point of Josh's work has been with youth organizing groups in the east bay such as Youth Together and AYPAL: Building Asian Pacific Islander Community Power, centering the voices and leadership of some of the most powerful yet vulnerable populations in the region in BIPOC young people. Josh recently completed his role as a Multicultural Fellow at the San Francisco Foundation (SFF), where he led their Rapid Response Fund for Movement Building and COVID-19 Emergency Response Fund grantmaking. Prior to his role at SFF, he was the Director of AYPAL: Building API Community Power for 5 years. He has a MA from the University of Michigan in Higher Education with a focus on Social Justice, and a BA from UC Santa Cruz in American Studies. After being in the field for many years, harnessing his perspective as both grantee and funder, he is driven by a commitment to building collective strategies towards racial equity, led by those most impacted, towards a Just East Bay.



Kathleen Piraino
Executive Director
Episcopal Impact Fund

Kathleen Piraino has served as the executive director of the Episcopal Impact Fund since July of 2011. She received her J.D. from the University of Chicago Law School and practiced law for many years in San Francisco. She is a longtime parishioner at Episcopal Church of Our Saviour in Mill Valley, where she has served as senior warden, stewardship chair, and capital campaign chair. She has extensive experience in the nonprofit sector, including serving as Chair of the Board of Governors of Ohlhoff Recovery Programs and on the boards of several schools.

Thank you for your support of the THRIVE! Master Class Series 2021!



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