



2 YEARS
THE mosaic PROJECT®

2020 Annual Report



“Mosaic has been the most influential program of my life. It brings me closer to the person I want to become. Mosaic gives me the hope, motivation, and skills to work towards a more just and inclusive world at this critical moment.”

— Zo Pancoast,
Alumna & Gap Year Leader

Dear Mosaic Community,

We are in a time of reckoning. In addition to the pandemic, we are experiencing a groundswell of awareness, pain, and activism around systemic racism. The Mosaic Project's **20-year journey** working toward a more just, inclusive world has prepared us for this very moment.

This was not at all the 20th anniversary year we had envisioned, yet we have **tremendous hope**. In fact, we are more hopeful right now than we have ever been about the possibility for lasting social change and our ability to play a part. Yes, you read that right!

Never before in the 20 years of our existence have we witnessed such openness to having honest discussions about oppression and such eagerness to do the hard work of building more just, **inclusive** communities. People are waking up to the importance of this work! Because of the steadfast support of our Mosaic family members like you, we are here to answer the calls for help with our expertise.

While we are heartbroken that we cannot run our Outdoor Project during the pandemic, the silver lining is that we have been able to be **responsive to our community's needs** at this critical time, as you will see in these pages.

All the while, we are laying the **foundation for our future**. We are making great headway toward our ultimate goal of creating our

own permanent home on a Castro Valley property that was gifted to us.

You have contributed to our reaching nearly 70,000 peacemakers since our founding. We cannot thank you enough for your support and for joining us as we seize the opportunity of this unique time to **open more hearts and minds** and **inspire** new generations of peacemakers.

We will not stop working toward peace, justice, and a better world for all our children and are honored to have you by our side. **Here's to the next 20 years and beyond of Peacing It Together!**

Gratefully,



Lara Mendel, Co-Founder/Executive Director



Sabrina Moyle, Board President

“Mosaic offered a viewfinder on how to perceive and understand the world. Mosaic values remain with me every day in how I deal with others, in every facet of life... They are the ABC’s of interpersonal conflict and existence.”

— Jackson Grigsby, News Producer at CNN, Alumnus over 20

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
- Individuality
- Community



2014



2020

This year, we served nearly 7,000 individuals directly and thousands more through our virtual resources.

Those We Serve

The Mosaic Project serves the San Francisco Bay Area and partners with 24 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.

Since 2000, we have served nearly 70,000 individuals.

14,000

4th and 5th graders through the Outdoor Project

2,500

Teens and young adults through the Youth Leadership Project

37,500

Students through the In-School Project

15,000

Adults through the Mosaic Consulting Project

98%

4th and 5th graders would recommend Mosaic's Outdoor Project to a friend.

85%

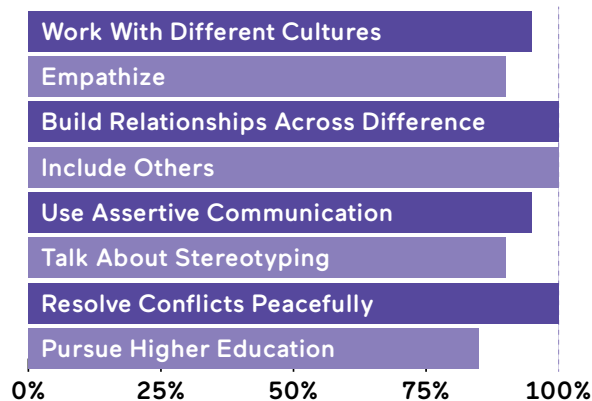
4th and 5th graders say that the experience changed them, including now wanting to spread peace, understanding how to be assertive, and applying Mosaic lessons.

100%

Youth Leaders call their Mosaic experience transformational and state they are now more likely to include others.

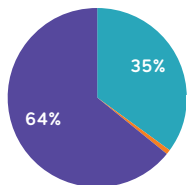


Youth Leaders are more likely to:

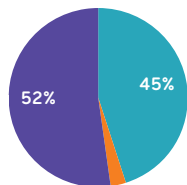




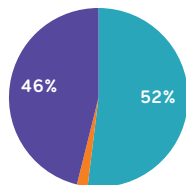
I am more likely to:



empathize with those who act or think differently.



interrupt discrimination, prejudice, and injustice.



resolve conflicts peacefully.

- Strongly Agree
- Agree
- Disagree

“Those who are touched by Mosaic become agents of change, making the world a more peaceful place for all of us.”

— Eddie Harding-Frederick, Mosaic Alumnus over 20

Our lessons are not easily forgotten. When surveyed after five years, over 97% of responding alumni stated that, because of The Mosaic Project, they are more likely to empathize with those different from themselves, more likely

99%

Alumni say they are more likely to empathize

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.”

Outdoor Project Alumni Engagement and Advancement

- 50%** Youth Leaders are alumni of the Outdoor Project
- 58%** Outdoor Project staff are former Youth Leaders
- 44%** Year-round office staff are former Youth Leaders
- 18%** Board of Directors are former Youth Leaders

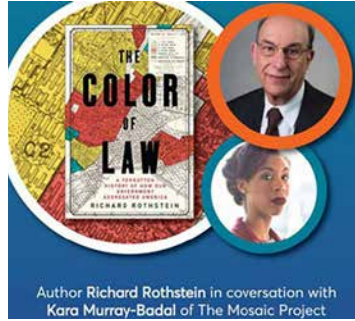


“The impact of Mosaic never lessens, no matter how many years have passed since I last went.”

— Severin Atema, Mosaic Alumnus over 20

Key Achievements

- 2000** Our founding
- 2001** [Outdoor Project](#) launches with two pilot sessions
- 2003** Parent’s Choice award-winning [musical curriculum](#) is released
- 2006** [Youth Leadership Project](#) expands to run throughout the entire year
- 2008** [In-School Project](#) grows beyond assemblies to serve all grades in the classroom
- 2010** Our [curriculum guide](#) is released
- 2011** [Mosaic Consulting Project](#) launches
- 2015** [Family Camp](#) launches
- 2018** Site of our [future home](#) is purchased
- 2020** See the next page!



“The kids and I have really enjoyed watching MOTV! I am very grateful for all of your efforts to stay connected with your partner schools in these difficult times. Keep spreading peace and love in the fun ways that you do. We love you all. WE WANT SOME MOTV!!!! :).”

— Dexter Coleman, Partner Teacher

“I loved the virtual sessions. I loved how everyone was free to talk about their experiences and how inclusive it was. I felt a new drive to help everyone have a place at the table.”

— Lindsay Wilcox, StubHub

While the pandemic prevents us from offering our in-person programs, the demand for our work has never been greater. We have moved swiftly to pivot to virtual offerings. We continue to serve our community through:

- **Virtual workshops** for 4th and 5th graders in our partner schools
- **“Anti-Racism in Action”** virtual workshop series as well as **special events** for businesses, parents, and teachers
- Online resources including our **Action Guide: 12 Tools & Tips for Taking Interpersonal Action Towards Social Change**, **MOTV** (Mosaic TV YouTube Series), and **Instagram**

All the while, we have been laying the foundation for our future. We have overhauled administrative systems and made great headway toward our ultimate goal of creating our own permanent home (see page 13).

GYC: Zo Pancoast, Hector Marte, Nils Forstall, Ysabel David, & Alonzo Valdivia



“Mosaic helped me realize I have the power to make real change in my own communities and inspires me to speak up for what I believe in.”

— Ysabel David , Mosaic Alumna & Gap Year Crew

We are excited to introduce our new Gap Year Crew (GYC)! The GYC is a group of five recent high-school graduates who have committed this unusual year to personal and professional development with Mosaic. They meet on our beautiful new Castro Valley land, the site of Mosaic’s future permanent home. The students participate in skill-building workshops and are also paired with a mentor on Mosaic’s staff to learn about a variety of projects including:

- Getting their peers out to vote
- Facilitating virtual workshops for students of all ages
- Creating educational videos
- Writing grant applications
- Designing and writing social media content
- Stewarding our Castro Valley land and water

The GYC have brought such joy and inspiration to us this year, and we are beyond grateful for them!



Marco Bloom
Graduate Student in Education

“At the Outdoor Project, I saw people who looked like me being nurturing, catering to academic needs, and being role models. It was the first time I saw teaching as a possibility for myself.”



Clover Brown
Midwife

“I am immeasurably grateful for the work that Mosaic does, the people who make it so magical, and all of the kids who are brave enough to learn the skills that have the ability to change our world.”

For 20 years, The Mosaic Project has been seeding the Bay Area and beyond with thousands of individuals who have seen a new possibility of what the world can be. Now, our alumni over the age of 20 number over 7,500. They are using their Mosaic tools across a variety of careers to build and lead diverse, inclusive, just communities. Read twenty of their stories to learn about how Mosaic transforms lives.

[See all 20 profiles](#)

“Mosaic helped unearth and unfold the power within me.”

— **Richelle Gernan, Law Student, Mosaic Alumna over 20**



Raimundo Martinez
Video Editor

“The emotional connection in my film editing, the skill to use empathy in a creative field – I credit that purely to Mosaic... We can't find this magic anywhere else. Disneyland has nothing on Mosaic.”



Our alumni are not the only ones who carry Mosaic lessons with them. Our staff, partner teachers, and volunteers do as well, and they have helped extend our impact around the world.

“The Mosaic Project inspired me to start a cross-cultural exchange program to help people break down stereotypes, overcome prejudice, and appreciate differences in my hometown. The peace wave Mosaic made is across the sea!”

— Momo Kawashima, Fukuoka, Japan

“Our time working at Mosaic was 100% transformational and inspirational. We are proud to have had Mosaic greatly inform our social-emotional learning curriculum at Camp Kupugani. Long live The Mosaic Project!”

— Kevin & Mico Gordon & Natasha Jackson, Leaf River, Illinois



“Mosaic songs and peace-building curriculum were first a part of our 2018 Summer Camp in Dolores Hidalgo, Mexico. We translated a few songs to Spanish and implemented activities around assertiveness, emotions, and allies. Currently, we are applying these lessons in creating online and in-person activities for the Montessori San Miguel de Allende School. Thank you Mosaic for the inspiration and support!”

— María (Mache) José Treviño & Samara Quintanilla, San Miguel de Allende, Mexico



“Mosaic continues to be such a light of my teaching life. I love finding ways to continue your work here in my NYC public school.”

— Rosa Miller, New York, New York

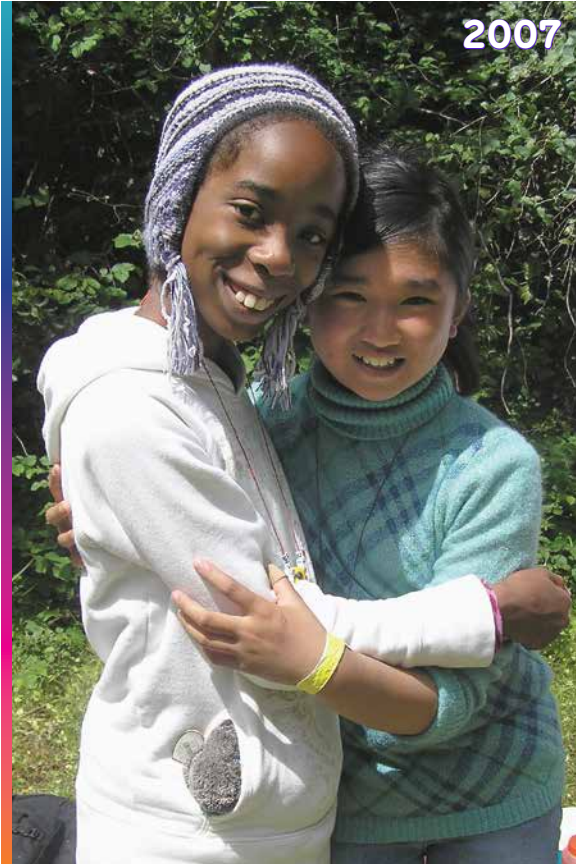




We are creating our permanent home – an environmentally sustainable center for equity, empathy, and effective communication across differences. Conveniently located in Castro Valley, California in the heart of the Bay Area, our new site will ensure that future generations have access to our unique experiential

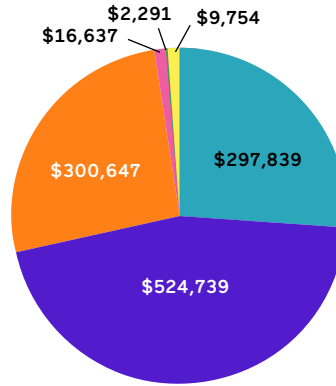
education programs. Visit mosaicproject.org/building-our-future to see pictures of the land and our plans, as well as to learn more about our vision.

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



The Mosaic Project Annual Report: Celebrating 20 Years!

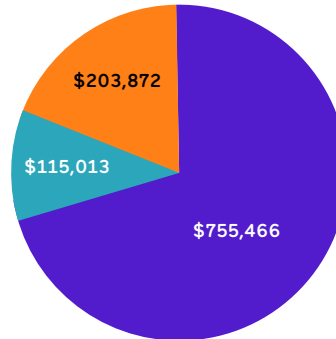
2019 Income



Total = \$1,151,907

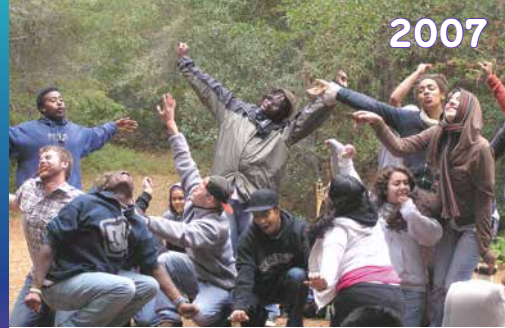
- Outdoor Project Program Fees
- Individual Donations
- Foundation and Corporate Grants
- In-School Project & MCP Program Fees
- Merchandise Sales
- Miscellaneous Income

2019 Expenses



Total = \$1,074,351

- Program
- Fundraising
- Management and General



Key Staff



Khemnes Fisher
*Youth Leadership
Project Director*

“The Mosaic Project does more than simply talk about how to build a more peaceful world. We teach and practice steps for actually doing it. People need more than just fancy, complicated vocabulary. They need concrete, applicable strategies for working towards that goal. Do you want a more safe, responsible, and empathetic community? Come talk with us! We’ve got some cool tools to show you.”



Brian Lowe
Chief Operating Officer

“When I was a corporate finance manager, I was ‘difficult to reach’ in diversity, inclusion, and anti-racism trainings because my primary focus was spreadsheets rather than people. Yes, that was the pre-Mosaic Brian. Now I am able to have amazing, hopeful conversations about social justice with business leaders all over the country. I feel lucky to have found Mosaic, and one of my goals is to inspire adults in the same way we inspire youth.”

“The world would be much better if the people in power spent a week at Mosaic. Since our leaders don’t, we can work to make sure our children do.”

— Julia Marlin, Alumna over 20 & Outdoor Project Facilitator



Maiya Lanae Evans
*Lead Facilitator,
Mosaic Consulting Project*

“As our nation enters a new chapter, Mosaic’s work will be essential in helping to build a better, more inclusive society. I’m so honored to be a part of that process.”

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CEO, Hello! Lucky

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Graphic Design Consultant

Albert Chan, Secretary
Mosaic Alumnus
VP Of Business
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Chantal Byrne
Principal, Prospect
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Rock Star, The Mosaic Project

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Co-Founder/Executive
Director, The Mosaic Project

Chasmin Moses
Director of Program
Development, Teach for
America

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Mosaic Alumna
MBA Student, The Wharton
School, MPA Student,
Harvard Kennedy School
of Government

Tari Nicholson
Community Activist

Lawrence Shorter
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Citrix

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CEO, Lucidworks

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Murray-Badal, and
Suzanne Lane**

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Lara Mendel
Co-Founder/
Executive Director

Brian Lowe
Chief Operating Officer

Khemnes Fisher
Youth Leadership
Project Director

Maiya Lanae Evans
Lead Facilitator, Mosaic
Consulting Project

Joy Johnson
Administrator

Chandra Page
Accounting &
Development Coordinator

Rebeca Pessoa
Facilitator &
Land Steward





- Alta Vista School, San Francisco
- Ascend School, Oakland
- Aspire College Academy, Oakland
- Bayside Martin Luther King Jr. Academy, Marin City
- Bel Aire Elementary School, Tiburon
- Bella Vista Elementary School, Oakland
- Cleveland Elementary School, Oakland
- Cragmont Elementary School, Berkeley
- Community United Elementary School (CUES), Oakland
- Daniel Webster, San Francisco
- Emerson Elementary School, Oakland
- Golden Oak Montessori School, Castro Valley
- International Community School (ICS), Oakland
- Marin Horizon School, Mill Valley
- Martin Luther King Jr. Elementary School, Oakland
- Oakland Hebrew Day School, Oakland
- Park Day School, Oakland
- Piedmont Avenue Elementary, Oakland
- Reach Academy, Oakland
- Rosa Parks Elementary School, Berkeley
- River Montessori Charter School, Petaluma
- Sanchez Elementary School, San Francisco
- San Francisco School, San Francisco
- Venetia Valley School, San Rafael

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

Peace Luminaries \$75,000+

Julian Abdey & Sabrina Moyle
 The Beltramo Family
 Scott & Molly Forstall
 Jan & Fred Hodder
 Rod Womer & Barbara Karplus

Peace Trailblazers \$50,000+

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Peace Builders \$5,000+

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Peace Allies \$2,500+

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"I support Mosaic because I know that in order to build a more just, peaceful world, we need to start with ourselves and our children."

— Chantal Byrne, Supporter & Board Member

Peace Advocate \$1,000+

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2011

20 Years of Peacing It Together!®

THE **mosaic**
PROJECT

