

SAN FRANCISCO  
EDUCATION FUND

## Annual Report 2024-25

# VOICES OF OUR SCHOOLS





# Honoring the Life of Glady Thacher



Glady Thacher (1929-2025)  
Founder of San Francisco Education Fund

## Dear SF Ed Fund Community,

San Francisco’s public schools stand at a pivotal crossroads, with critical choices ahead that will shape the future of public education in the city. As SFUSD continues to navigate a significant budget deficit, schools are contending with cuts to essential staffing positions, inequitable academic outcomes, and rising student needs. These challenges are significant – but in the midst of them, educators remain deeply committed to their students and school communities. This unwavering commitment reflects the same spirit that inspired Glady Thacher (1929-2025), who founded the San Francisco Education Fund more than 45 years ago, to rally the community in support of public schools.

This past year, we set out to listen closely to those on the front lines. Through dozens of interviews with principals and school leaders across our highest-benefit schools, our *Voices of Our Schools* report confirmed that we are funding and focusing on the highest-priority areas – where we can make the greatest impact. School leaders told us what’s working, what’s missing, and what they need most right now.

They all identified three areas that are essential for school communities to thrive.



**Student Sense of Belonging.** As one national report put it, belonging is a prerequisite for learning. When students feel connected, valued, and safe, they show up, engage, and thrive. Yet only 59% of SFUSD students report feeling like they belong—a three-year downward trend. At schools where we’ve invested in belonging through our Educator Impact Grants, we’ve

seen what’s possible: at Guadalupe Elementary, student belonging increased to 71%, and chronic absenteeism dropped from nearly 50% to 31%.



**Access to Proven Learning Interventions.** High-impact tutoring continues to be one of the most effective literacy supports. In just five months, the percentage of participating students meeting grade-level standards more than doubled – from 24% to 54%.



**Creative Staffing Solutions.** Our volunteers – serving as tutors, classroom helpers, mindfulness leaders, and mentors – lighten the load for teachers and show students that this city cares about them. In fact, 98% of educators agree that their SF Ed Fund volunteer made them feel more supported as an educator.

This year, we honor the life and legacy of Glady Thacher, and we are reminded that our mission began with one woman listening deeply to teachers and taking action. Her vision continues to guide us today: to strengthen San Francisco’s public schools by uplifting those within them.

Together, we will continue listening, learning, and investing in what works—for our students, our schools, and our city’s future.

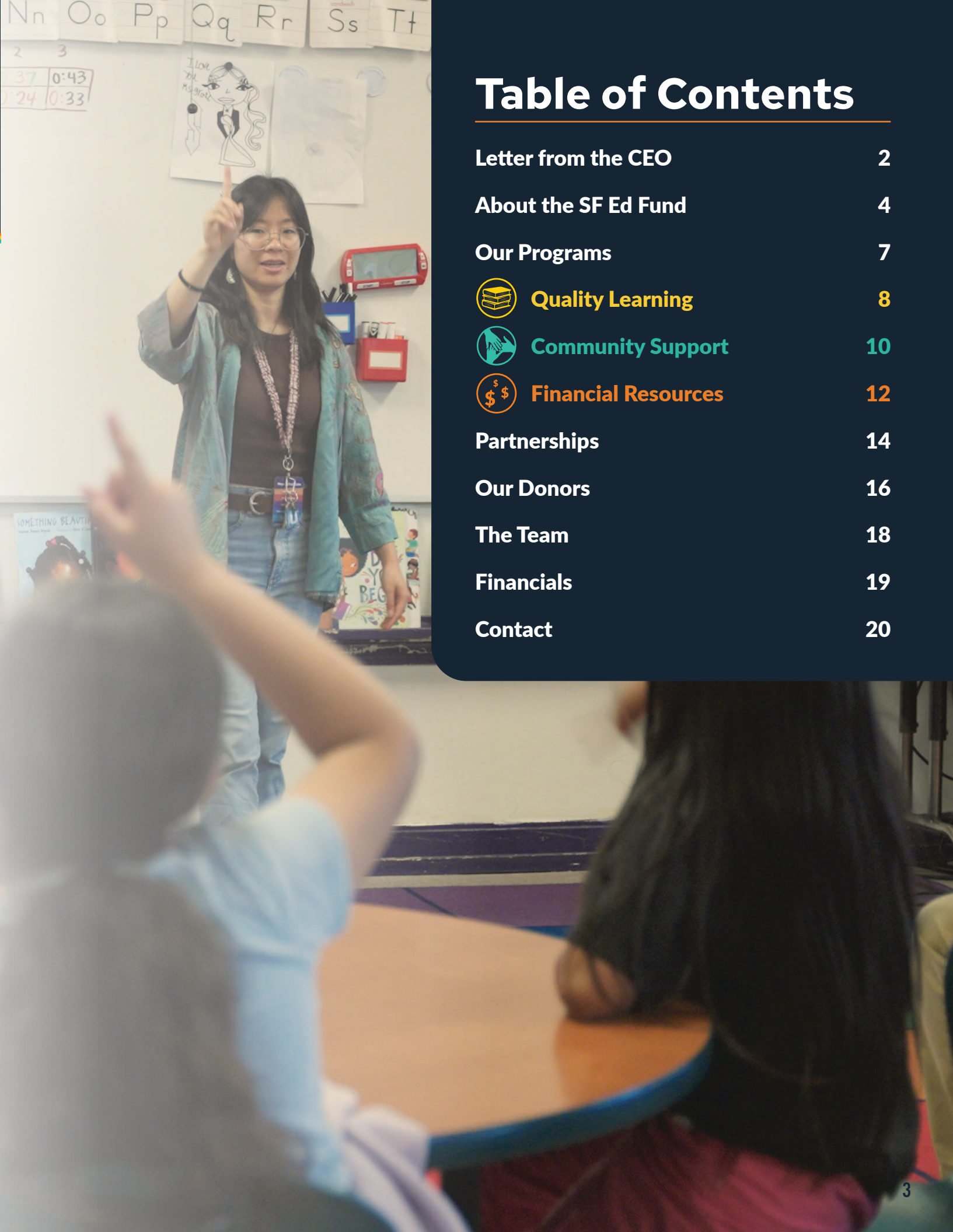
## In Community,

*Ann Levy Walden*

Ann Levy Walden  
Chief Executive Officer

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# About the SF Ed Fund

## Mission

The San Francisco Education Fund advances equitable education by providing **quality learning programs**, **community support**, and transformative **financial resources** to students, educators, and schools.

## Vision

We envision a future where San Francisco public school students have equitable access to quality education so that they can engage and enrich the community.



## Impact

In the 2024-25 school year, we **doubled the number of students meeting grade level expectations**, from 24% to 54%, in just five months with provider Chapter One.

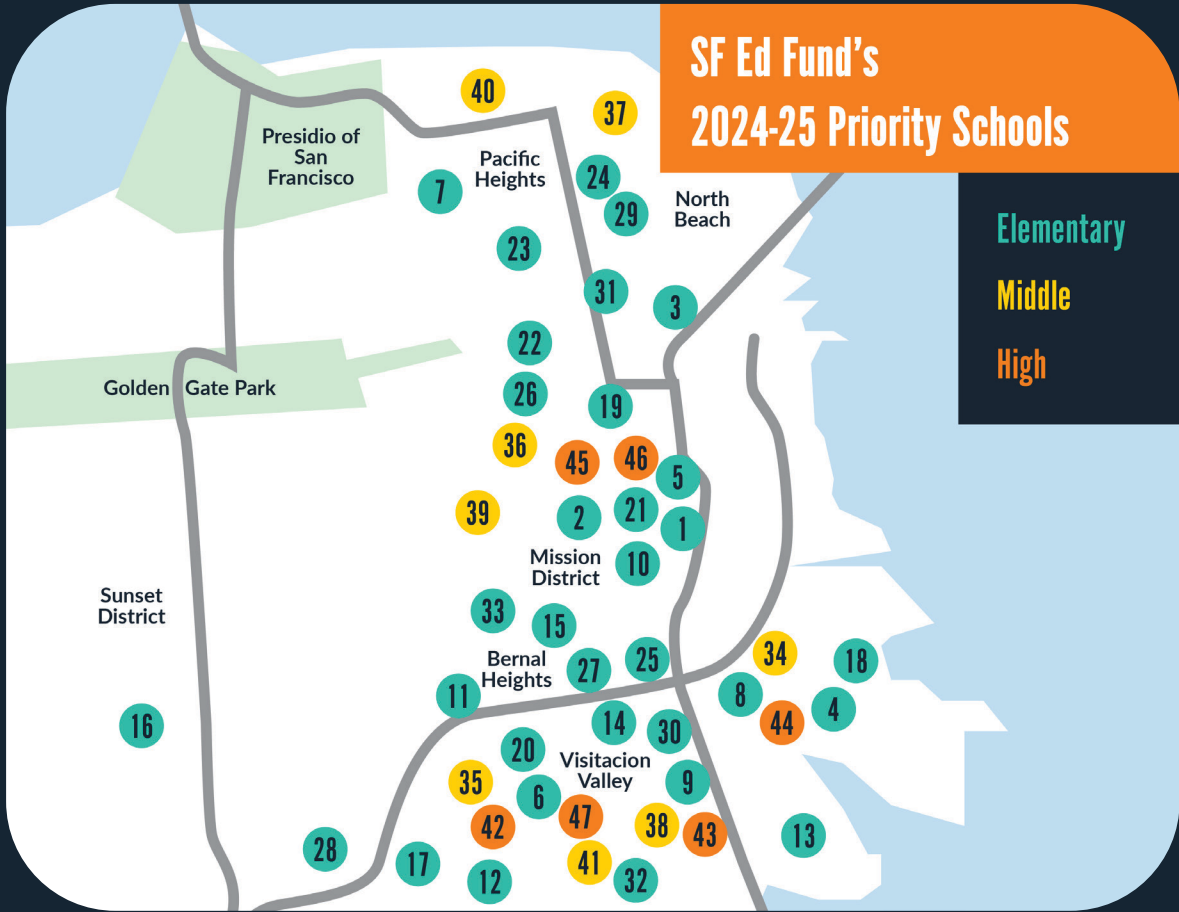
95% of educators hosting SF Ed Fund volunteers agreed that **students showed an increase in academic skills thanks to volunteer support**.

We provided **over \$3M in resources to students, educators, and schools** in 2024-25.



# Who We Serve

The SF Ed Fund primarily resources 47 Priority Schools, which serve 50%+ students from low-income backgrounds and 50%+ students not yet meeting literacy standards.



## Elementary

- |  |                                   |
|--|-----------------------------------|
| 1 Bryant Elementary                          | 20 Monroe Elementary              |
| 2 Buena Vista/ Horace Mann K-8               | 21 Moscone (George R.) Elementary |
| 3 Carmichael (Bessie)/FEC                    | 22 Muir (John) Elementary         |
| 4 Carver (George Washington) Elementary      | 23 Parks (Rosa) Elementary        |
| 5 Chavez (Cesar) Elementary                  | 24 Redding Elementary             |
| 6 Cleveland Elementary                       | 25 Revere (Paul) Elementary       |
| 7 Cobb (William L.) Elementary               | 26 Sanchez Elementary             |
| 8 Drew (Charles) College Preparatory Academy | 27 Serra (Junipero) Elementary    |
| 9 El Dorado Elementary                       | 28 Sheridan Elementary            |
| 10 Flynn (Leonard R.) Elementary             | 29 Spring Valley Elementary       |
| 11 Glen Park Elementary                      | 30 Taylor (Edward R.) Elementary  |
| 12 Guadalupe Elementary                      | 31 Tenderloin Community           |
| 13 Harte (Bret) Elementary                   | 32 Visitacion Valley Elementary   |
| 14 Hillcrest Elementary                      | 33 Mission Education Center       |
| 15 Huerta (Dolores) Elementary               |                                   |
| 16 Lakeshore Alternative Elementary          |                                   |
| 17 Longfellow Elementary                     |                                   |
| 18 Malcolm X Academy                         |                                   |
| 19 Marshall Elementary                       |                                   |

## Middle

- |   |
|---|
| 34 Brown Jr. (Willie L) Middle              |
| 35 Denman (James) Middle                    |
| 36 Everett Middle                           |
| 37 Francisco Middle                         |
| 38 King Jr. (Martin Luther) Academic Middle |
| 39 Lick (James) Middle                      |
| 40 Marina Middle                            |
| 41 Visitacion Valley Middle                 |

## High

- |  |
|--|
| 42 Balboa High                             |
| 43 Burton (Phillip and Sala) Academic High |
| 44 Marshall (Thurgood) High                |
| 45 Mission High                            |
| 46 O'Connell (John) High                   |
| 47 June Jordan School for Equity           |

# Our Programs



## Quality Learning

**High-Impact Literacy Tutoring**  
**San Francisco Literacy Coalition**



## Community Support

**Classroom Volunteers, Mentors,  
and Mindfulness Volunteers**  
**Circle the Schools Corporate Volunteers**



## Financial Resources

**Educator Impact Grants**  
**Awesome Fund Student Club Grants**  
**Fiscal Management and Sponsorships**



# Doubling Literacy Growth: High-Impact Tutoring in Action



San Francisco faces a profound literacy crisis that demands urgent action. Nearly half – 20,000 – of K-12 students across SFUSD are not meeting literacy standards, and that number is as high as 90% in our Priority Schools. Among third graders, only 8% of Latinx students, 19% of Black students, and 13.6% of English Language Learners are reading at grade level.

SFUSD’s goal is to raise third-grade literacy proficiency to 70% by 2027, up from roughly 50% today. One of the district’s “big bets” is implementing a new, science-of-reading-based curriculum launched this school year. The SF Ed Fund’s high-impact literacy tutoring directly supports this effort, providing personalized intervention to students who stand to make the most gains.

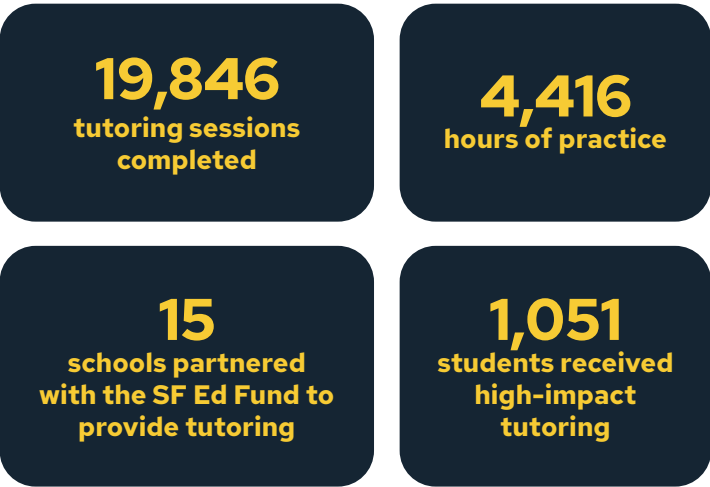
High-impact literacy tutoring – defined as a consistent, qualified tutor working with students at least three times per week using high-quality, science-of-reading-backed materials with embedded assessments – is one of the most effective interventions for struggling readers, according to Stanford’s National Student Support Accelerator. Since 2021, the SF Ed Fund has delivered high-impact literacy tutoring to more than 6,300 students across SFUSD, with a focus on Priority Schools.

The results are striking. Of students participating in our high-impact tutoring program offered by Chapter One, **in just five months we doubled the number of students meeting grade level expectations from 24% to 54%. At Sanchez Elementary, 1st graders reading at grade level nearly quadrupled, from 15% to 59%, and 71% of kindergartners in the program were reading at or above grade level.**

Bret Harte Elementary also saw remarkable gains. **“Eighty percent of our kindergartners are now reading at grade level, and I know high-impact tutoring has played a role in that,”** said Annie Roach, Instructional Coach at Bret Harte Elementary.



The SF Ed Fund’s program – the city’s largest literacy tutoring initiative – prioritizes culturally responsive teaching methods, including the integration of home languages, relevant texts, and explicit vocabulary instruction. Through close partnership with SFUSD and community partners, as well as guidance from national experts like Stanford’s Susanna Loeb, Founder and Executive Director of the National Student Support Accelerator, the SF Ed Fund continues to close the opportunity gap and advance literacy outcomes for students across San Francisco.



To support our high-impact tutoring program, email [development@sfdedfund.org](mailto:development@sfdedfund.org)

# The San Francisco Literacy Coalition: Literacy is Liberation



**Founded in 2022**, the San Francisco Literacy Coalition (SFLC) – a project of the SF Ed Fund – brings together local organizations to provide strategically coordinated, high-quality reading and writing support for Pre-K through 5th-grade students. By leveraging the expertise and relationships of its partners, the SFLC creates citywide alignment to improve literacy outcomes, particularly in San Francisco’s highest-benefit public schools.

Over the past year, SFLC has reached significant milestones, building on its founding mission. In collaboration with TNTP and its coalition community, the SFLC launched its 2025-2028 Strategic Plan, establishing a roadmap to ensure every student in San Francisco develops the literacy skills they need to thrive. The Coalition’s vision states: *“Literacy is liberation. Through collective action, we support students, especially those from historically marginalized communities, to become skilled readers, writers, and critical thinkers.”*

The Strategic Plan centers three priorities:

**Driving Measurable Outcomes:** Using data-driven strategies to increase literacy proficiency rates and close opportunity gaps.

**Expanding Reach:** Deepening impact in focal schools while exploring opportunities to support more students across San Francisco.

**Strengthening Partnerships:** Working hand-in-hand with schools, literacy providers, and community members to create a cohesive ecosystem of support.

Since its founding, SFLC has already made meaningful progress. Over the past year, the Coalition has:

- Hired a dedicated team of three full-time staff
- Partnered with 6 SFUSD Focal Schools: Bessie Camichael K-8, Bret Harte Elementary, Dr. Charles Drew Elementary, Guadalupe Elementary, Sanchez Elementary, and Tenderloin Community School
- Partnered with 6 SF literacy program providers: 826 Valencia, Raising a Reader, Reading Partners, Springboard, San Francisco Education Fund, Tandem Partners in Early Learning
- Led Coalition convenings, Focal School leader meetings, and funder meetings

These achievements reflect the dedication of the SFLC team, the generosity of its supporters, and the unwavering commitment of its partners. In partnership with its advisory committee, the SFLC continues to coordinate citywide literacy efforts, targeting schools and students most in need.

With the launch of the 2025-28 Strategic Plan, the SFLC is poised to expand its impact, drive measurable outcomes, and build a future where every student in San Francisco has the opportunity to read, write, and succeed.

## Advisory Committee



To learn more about the San Francisco Literacy Coalition, visit [sfliteracycoalition.org](https://sfliteracycoalition.org)



# Dedicated Volunteers Transform Learning For Thousands of San Francisco Students

The SF Ed Fund’s volunteer program engages over 300 committed volunteers annually to support students and teachers across the district. These volunteers, who come from various walks of life, assist in classrooms from PK through 12th grade, providing essential support in areas such as 1:1 tutoring, general classroom help, and specialized subjects like robotics, art, and music. Commitment from 350 volunteers helped over 7,835 students in 81 SFUSD schools in 2024-25 alone, fostering academic and personal growth and thereby a brighter future for public school students in the city.

The SF Ed Fund’s Mindfulness program, Mindful Arts SF, provided volunteer-led mindfulness instruction to over 1,000 elementary students this year. Trained mindfulness educators guide PK-5 students in weekly sessions that use storytelling, theater, and art to build social-emotional skills. Andrew Jordan Nance, founder of Mindful Arts SF, was recently honored by the San Francisco Board of Supervisors for his decades of impactful work in local schools through the New Conservatory Theater Center and the SF Ed Fund. District-8 Supervisor Raphael Mandelman praised Andrew’s efforts in helping students develop focus and emotional balance in today’s fast-paced world: “His contributions have enriched San Francisco schools, making a lasting difference for students, their teachers, their families, and communities,” said Mandelman.



Supervisor Raphael Mandelman (left) and Andrew Jordan Nance

In partnership with SFUSD’s Mentoring for Success Program, SF Ed Fund volunteers serve as mentors, offering non-academic support that encourages students to build resilience and develop essential life skills. This year, 37 mentors volunteered in 19 SFUSD schools.

*“Growing up as a mixed-race student in majority-white public schools, I experienced discrimination, but I was lucky to meet adult mentors along the way who took me under their wing. That experience had a profound effect on me and inspired me to become a mentor myself. I’m also part of the queer community and as we face backlash in the current political climate, I recognize the need to have mentors who can support and guide queer, non-binary and trans youth through identity issues.”*



- Connie Jeung-Mills, SF Ed Fund Mentor

81 schools served

41,818 hours volunteered

350 volunteers supported SFUSD schools as classroom volunteers, mindfulness volunteers, and mentors

7,835 students impacted by SF Ed Fund volunteers

To learn about making a difference as a volunteer or mentor, visit [sfedfund.org/volunteer](https://sfedfund.org/volunteer)

# Circle the Schools Corporate Volunteers



The SF Ed Fund’s Circle the Schools (CTS) program connects local corporate partners with public schools, providing volunteers and resources that support school priorities, align with company interests, and enhance students’ skills while exposing them to career opportunities. Through activities such as read-alouds, college application support, campus beautification, and office visits, CTS has impacted over 112,746 students, logged more than 50,000 volunteer hours, and contributed nearly \$2.43 million in resources since its launch in the 2014-15 school year.

CTS’s largest annual event, Back-to-School Setup, brought over 300 volunteers together for more than 800 hours across 24 SFUSD schools during the 2024-25 kickoff, helping teachers organize classrooms and prepare for the school year so they could focus on welcoming students. This year’s turnout was spectacular: a 36% increase in volunteers year-over-year made it the SF Ed Fund’s largest volunteer event since before the pandemic. The response from the community underscores its continued deep investment in San Francisco’s public schools.

2,008 corporate volunteer hours donated

2,600 students served

42 schools supported

771 Circle the Schools volunteers

\$150,000 in resources donated

22 Circle the Schools partners

## Celebrating Computer Science Education Week 2024

In December 2024, the SF Ed Fund partnered with CTS companies to organize multiple events celebrating Computer Science Education Week (CSEdWeek). CSEdWeek is an annual call to action to inspire K-12 students to learn computer science.

The SF Ed Fund joined forces with CTS partners, many in the technology field, to leverage expertise and host events that captivated and inspired over 500 students from nine SFUSD elementary, middle, and high schools. High school students explored website building in hands-on workshops, while younger students discovered the excitement of coding through interactive games. A special shoutout to Mission Bit for their invaluable support in training volunteers and helping us bring a first-ever high school workshop to life.

“It’s opportunities like these that remind us of the power of community and collaboration,” said Vidrale Franklin, principal of Dr. Charles R. Drew College Preparatory Academy. “Having volunteers like Nam Thai and Ashley showcase the possibilities in computer science truly inspires our scholars and helps them envision themselves in those roles. I’m so grateful for the SF Ed Fund’s dedication to enriching the lives of our students.”

To learn how your company can become a Circle the Schools partner, email [circletheschools@sfedfund.org](mailto:circletheschools@sfedfund.org)





A Record Year for Educator Impact Grants

In the 2024-25 school year, the SF Ed Fund awarded a record-breaking \$300,000+ in Educator Impact Grants, supporting 41 projects across 18 Priority Schools and reaching over 8,100 students.

Grants fueled hands-on learning across grade levels. Elementary students designed murals and explored science through projects like hatching chicken eggs. Middle schoolers engaged in digital media arts and cooked meals inspired by their heritage. High school students benefited from college and career programs and food-focused learning at farmers markets. Across all projects,



grants strengthened school engagement, social-emotional growth, and inclusive spaces for learning and self-expression.

A standout project was Guadalupe Elementary’s new turf field. A school-wide Educator Impact Grant jumpstarted the school’s fundraising campaign for a

community where soccer is central. Since launching a school-wide soccer program, chronic absenteeism dropped from nearly 50% in 2021-22 to 25% in 2023-24, and students report stronger connections to school. As Principal Dr. Raj Sharma said, “This is what having a sense of belonging means.”

*The SF Ed Fund thanks AECOM, Division 36 of the California Retired Teachers Association, NextRoll, Turn/River, and the Maxwell/Hanrahan Foundation for their generous support.*

18 schools supported

41 projects funded

8,154 students impacted

\$300,000+ in Educator Impact Grants awarded

Awesome Fund Grants Boost Student Experiential Learning

The SF Ed Fund awarded over \$11,000 in Awesome Fund student club grants in 2024-25 to 12 student clubs across six SFUSD high schools: Balboa, Burton, John O’Connell, June Jordan School for Equity, Mission, and Thurgood Marshall. Grants of up to \$1,000 were awarded to student-led clubs at these priority high schools for projects that strengthen school communities, foster belonging, and give students meaningful, hands-on learning experiences.

This year’s funded projects reflect the creativity and leadership of SFUSD students – including Balboa’s Brain Food Society (BFS), June Jordan’s Black Student Union, Burton’s Color Guard, and Thurgood Marshall’s La Raza.



As one Balboa High School club advisor shared, “Thanks to the Awesome Fund, we’ve been able to offer exciting STEM opportunities. Three core BFS members were accepted in STEM-related majors at UC Berkeley, and they [started school at] Cal in the Fall of 2025!”

Through the Awesome Fund, the SF Ed Fund continues to invest in student-driven initiatives that make school more engaging, inclusive, and inspiring.

696 students impacted

\$11,000+ in grants awarded

12 student clubs funded



Collaboration in Action

Fiscal sponsorship allows local education-based projects to operate under the SF Ed Fund’s 501(c)(3) status. We hold all fiduciary and legal responsibility while project leaders remain the experts on implementation. As an independent, nimble nonprofit, we can support ideas that advance educational equity. Two such projects in 2024-25 were the Everett Middle School Schoolyard Renovation and the Thurgood Marshall Academic High School Family Relief Fund.

Everett Middle School Playground Renovation

One powerful example is the completion of the Everett Middle School Schoolyard Renovation Project – a nearly \$6 million transformation of two acres of asphalt into a vibrant outdoor space for play, learning, and environmental education. Funded by a \$1.9 million grant from the San Francisco Public Utilities Commission, \$1.4 million from an anonymous donor (channeled through the SF Ed Fund), and \$2.7 million in voter-approved bond funds, the project reimaged nearly an entire city block into a greener, safer, and more inspiring environment.

Everett closed out the 2024-25 school year by finalizing the yard, which features an artificial-turf field emblazoned with Everett’s owl mascot, basketball courts, an exercise



track, a pollinator garden, shaded seating areas, and outdoor classrooms – each intentionally designed with integrated stormwater systems capable of capturing nearly one million gallons of rainwater annually.

The SF Ed Fund was proud to serve as fiscal sponsor, helping bring this ambitious vision to life and setting the stage for future schoolyard transformations across San Francisco.

Thurgood Marshall Academic High School Family Relief Fund

At Thurgood Marshall Academic High School (TMAHS), educators know that students learn best when their basic needs are met. Recognizing this, TMAHS partnered with the SF Ed Fund two years ago to create a critical lifeline for their community—the Family Relief Fund.

Supported by two generous gifts from the Wallace Foundation, as well as crowdsourced fundraising, this fund provides direct and immediate assistance to students and families facing crisis. Through TMAHS’s Coordinated Care Team, needs are identified quickly and aid is delivered without delay – whether through prepaid debit cards for families or by covering essential costs directly.

Over the past two years, the Family Relief Fund has supported 63 students with debit cards ranging from \$100-\$599 during moments of loss, housing instability, medical emergencies, and sudden unemployment. It has also ensured dental and eye exams, new glasses, transportation to SAT and ACT testing sites, and even phones to help students stay connected to work, school, and family.

The Family Relief Fund embodies the strength of the TMAHS community: compassion in action, care without barriers, and a shared belief that every student deserves the stability to learn, grow, and thrive.

*To learn more about the SF Ed Fund’s role as a fiscal sponsor, visit [sfedfund.org/fiscalsponsorship](https://sfedfund.org/fiscalsponsorship)*



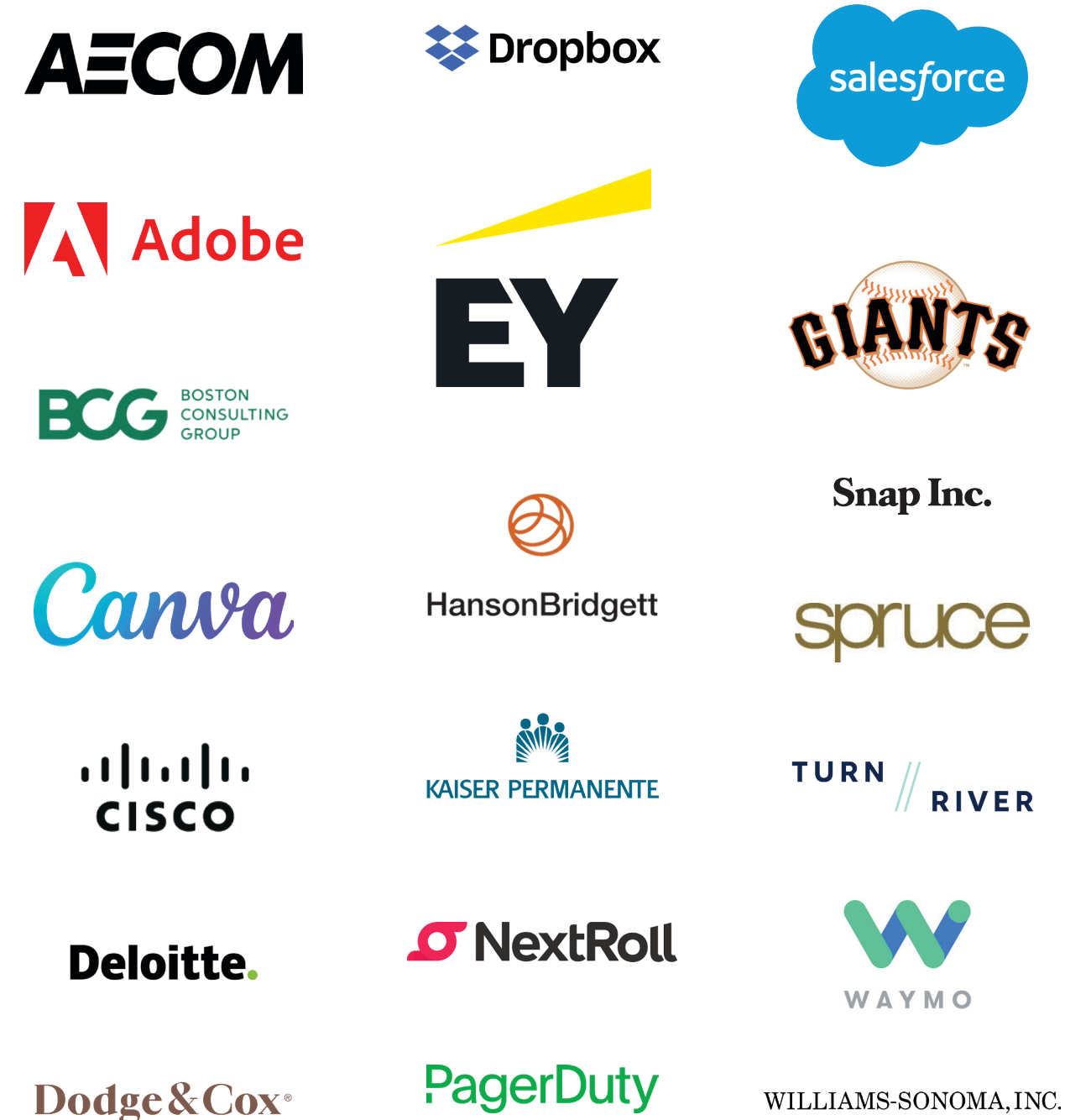
# Community Partners

We believe the Bay Area is stronger when we work together. We are proud to have thought partners in these organizations across the San Francisco and beyond.



# Circle the Schools Partners

We collaborate with corporations across San Francisco and beyond to bring talent and resources to our schools.





# Thank You to Our Donors!

## \$50,000+

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AECOM  
Battery Powered  
Bella Vista Foundation  
Crankstart  
Gretchen de Baubigny  
JaMel and Thomas Perkins  
Katherine and Daniel Gillespie  
Maxwell/Hanrahan Foundation  
San Francisco Department of Children, Youth and Their Families  
Stocker Foundation  
William Fries II Foundation

## \$25,000-\$49,999

Dana and Bob Emery  
Dodge and Cox  
The Hellman Foundation  
Hellman & Friedman  
Quest Foundation  
Rachel and Eric Jones  
Susan and William Oberndorf  
The Wallace Foundation  
Waymo

## \$10,000-\$24,999

Amalgamated Foundation  
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Becky and Jason Karsh  
California Retired Teachers Association, Division 36  
Christian Jensen and Kate Earle Jensen  
Courtney Young-Law and Chris Law  
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Salesforce  
Sarah Berger  
Sarah Hughes and Drew Rowny  
The Boston Consulting Group  
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## \$5,000-9,999

Accelerate  
California Masonic Foundation  
Deloitte LLP  
Fleishacker Foundation  
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Heather and Radhakrishnan Mahendran  
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Mary Lynn and Peter Wendell  
NextRoll  
Stephanie and Stan Garber  
Susan and David Tunnell  
The Masons of California  
Veronica and Jared Middleman

## \$1,000-4,999

#HalfMyDAF  
Alex and Lisa Yakubovich  
Alice Wiley and Peter Hall  
Andrea Enfield  
Andrew McNaught  
Andrew Nance  
Anita and Anson Moran  
Ann and Peter King  
Anu Menon and Akash Garg  
Barbara Ravizza and John Osterweis  
Carry and John Thacher  
Catherine Walcott

Dragan Manoev  
Gwen Tillman  
Jack Wanderman  
Jacqueline Holen and William Jackson  
Jason Yen  
Jessica Bixby and Justin Erlich  
Jessica Silverman  
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# 2024 Back-to-School Gala Raises a Record \$600K



2024-25 Board of Directors  
Rachel Patterson, President Prasanth Boda, Billy McRae, Anne Warren, Eric Jones, CEO Ann Levy Walden, Josue Aparicio, Becky Karsh



Ann Levy Walden, and Leadership Council members Judy Grossman, Katie Gillespie, and JaMel Perkins



Performance by Loco Bloco participants from Willie Brown Middle School



Ann Levy Walden and SF School Volunteers Founder Gretchen de Baubigny



Liz Waller (left) and Sophia Kokores of Room to Breathe, recipient of the Gladly Thacher Award



Matt Wayne, SFUSD Superintendent



Maria Su, Executive Director of San Francisco Department of Children, Youth, and Their Families



Adobe team photo featuring President David Wadhvani (second from left) and Teresa Au (fourth from left), Principal Strategic Lead for K-12 NGO





Pictured: The SF Ed Fund's Staff

## Our Team

**Founder**

Glady Thacher

**SF School Volunteers Founder**

Gretchen de Baubigny

**Leadership Council**

JaMel Perkins, *Chair*  
Jessica Bier  
Katie Gillespie  
Judy Grossman  
Leslie Hume  
Edward McDermott  
Susan Oberndorf  
William Parish

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Tina Nibbi

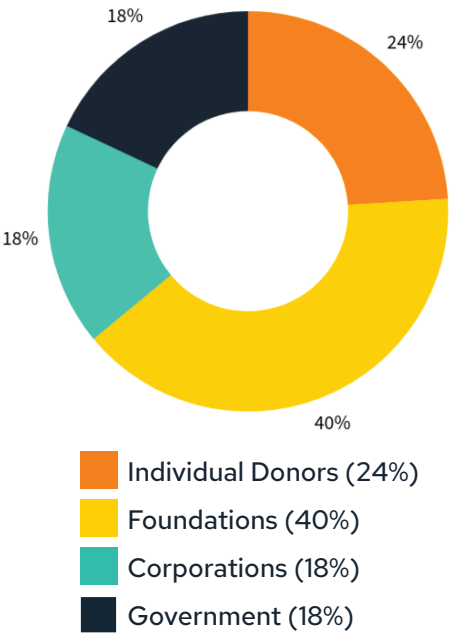
**Staff**

Celina Baldizon, *Associate Manager of Volunteers*  
Julianna Docking, *Manager of the San Francisco Literacy Coalition*  
Sara Geliebter, *Manager of Tutoring and Grants*  
Manuella Henein, *Tutoring Associate Manager*  
Shelby Hilo, *Associate Manager of Operations and Tech*  
Laura King, *Chief Development & Impact Officer*  
Rebecca Kroll, *Chief Operating Officer*  
Tom Laursen, *Associate Manager of Volunteer Engagement*  
Ronald Lyons, *Partnerships Manager*  
Meg Rahner, *Events and Content Marketing Manager*  
Terrence Riley, *Executive Director of the San Francisco Literacy Coalition*  
Jenny Siegel, *Senior Director of Programs*  
Ann Levy Walden, *Chief Executive Officer*  
Ariel Zander, *Manager of the San Francisco Literacy Coalition*

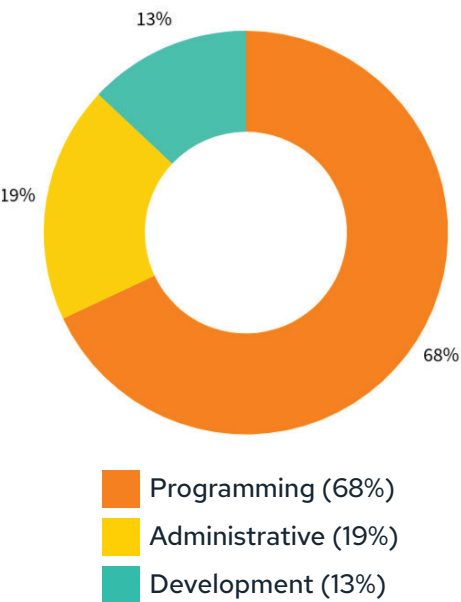
## 2024-25 Financials

### Revenue

Individual Donors	\$696,000	24%
Foundations	\$1,143,000	40%
Corporations	\$502,000	18%
Government	\$502,000	18%
Total	\$2,843,000	



### Expenses



Programming	\$2,598,000	68%
Administrative	\$723,000	19%
Development	\$517,000	13%
Total	\$3,838,000	

\*Other Sources and Fund Releases: \$995,000





# SAN FRANCISCO EDUCATION FUND

We envision a future where San Francisco public school students have equitable access to quality education so that they can engage and enrich the community. The San Francisco Education Fund mobilizes the community to create equitable access to an excellent education for public school students through community support, quality learning programs, and financial resources.



415.695.5400



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