

# 2013 ANNUAL REPORT

EDUCATE

EMPOWER

EMPLOY



**RISING SUN ENERGY CENTER**



## RISING SUN'S MISSION

to empower individuals to achieve environmental and economic sustainability for themselves and their communities.

## VALUES

### HUMAN POTENTIAL:

We believe that when people unleash their potential, they have the ability to grow, change and make a difference in their communities.

### EQUAL OPPORTUNITY:

We believe that economic, environmental, and social opportunities should be accessible to everyone.

### RESULTS DRIVEN:

We are committed to achieving significant tangible results and measuring our environmental and social impact.

### ENERGY & RESOURCE CONSERVATION:

We believe in our shared responsibility to practice and promote environmental stewardship.

# EDUCATE, EMPOWER, EMPLOY!



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## DEAR FRIENDS OF RISING SUN,

We are pleased to report a year of significant milestones, encompassing not just successes to celebrate, but also real challenges that led to learning and growth. Each of these experiences is valuable, and reflects the passionate and committed team that makes Rising Sun a model in our field.

Among the notable highlights of the year is the completion of our 5-Year Strategic Plan, a “living” document that aligns our values, resources, and goals. It is supported by the organizational Theory of Change we developed in the year, along with outcomes and evaluation measurement systems.

The California Youth Energy Services (CYES) program expanded into Solano County, now serving four counties throughout the Bay Area. We are proud of the continued growth of this program – more young people benefiting from real world workplace experience in the environmental sector; more renters and homeowners reducing their resource usage and spending; and a healthier, more sustainable community for us all.

The capacity to scale and grow our impact has always been a key focus. In that regard, we made the difficult decision to close down Rising Sun Energy Services in 2013. While this social enterprise showed promise, it did not become financially self-sufficient in the timeframe we allotted, nor did we see a trajectory whereby a meaningful number of our GETS graduates would be employed by it. As hard as it was to arrive at this decision, we also learned a tremendous amount that further strengthens our core competencies.

What’s next? In 2014, we are marking Rising Sun’s 20th anniversary, an opportunity both to reflect on the important strides we have made to educate, employ, and empower the individuals we serve, as well as to assess the critical gaps remaining in economic and environmental sustainability.

Clearly, much work remains. As we strive to be a state-of-the-art nonprofit organization, we must continue to innovate and nurture fresh ideas, forge new partnerships and strengthen current alliances, and while providing a range of effective programs and services. It’s no small order, but we are confident that with your continued support and our shared commitment, we’ll get there.

Sincerely,



**Mikhal Bouganim**  
Board Chair



**Jodi Pincus**  
Executive Director

## VISION

To increase our impact on individuals, communities, and the environment, we will focus our efforts in three areas:

### PATHWAYS

By fully integrating in our programs, Rising Sun will create multiple entry points, so that participants can access resources to support their career and life development over the long term.

### TRIPLE BOTTOM LINE

Rising Sun will expand the scope and scale of its programs in order to employ more participants, make a measurable contribution to resource conservation, and sustain the organization.

### ENVIRONMENT

Rising Sun will measurably improve the environment by educating and working with communities to conserve resources while building demand for green services through partnerships, consumer education, and direct implementation.

# YOUTH PROGRAM PERFORMANCE

## CALIFORNIA YOUTH ENERGY SERVICES (CYES)

In 2013 Rising Sun's California Youth Energy Services (CYES) program had its largest program year to date, running 12 satellite programs throughout Alameda, Contra Costa, Marin, and Solano Counties. This was the first year of operation in Solano County, serving the City of Fairfield in the fall.

CYES is a youth employment and residential energy and resource conservation program that runs primarily in the summer, but also in the spring or fall in select cities as an after-school program. CYES sets up satellite offices in partner cities, and hires local youth to staff the office and be trained and employed as Energy Specialists. CYES provides much-needed opportunities for youth and young adults ages 15 to 22 to gain transferable job skills in a productive work setting where they receive coaching and mentoring while earning, for many, their first pay check.

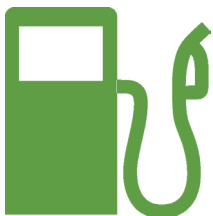
In 2013, CYES hired 133 youth and young people as Energy Specialists and provided 3,369 households with no-cost Green House Calls (GHCs), serving local residents, both homeowners and renters. During the Green House Call, Energy Specialists conduct an assessment of the home in teams of two, replace existing hardware and fixtures with new, energy-efficient and water-conserving measures, and provide educational and behavior-based tips for further savings to each resident served.



## 14 YEARS OF IMPACT



Over the past 14 years, CYES has trained more than 1,000 youth and provided almost 24,000 homes with a GHC that includes water- and energy-saving hardware. Over a lifetime, these rates will save residents over \$14.5 million in energy dollars, over 98.3 million kilowatt hours of electricity, 2.7 million natural gas therms, and over 84,000 metric tons of CO<sub>2</sub>. This is equivalent to one of the following:



CO<sub>2</sub> emissions from  
**9,405,830** gallons of gasoline

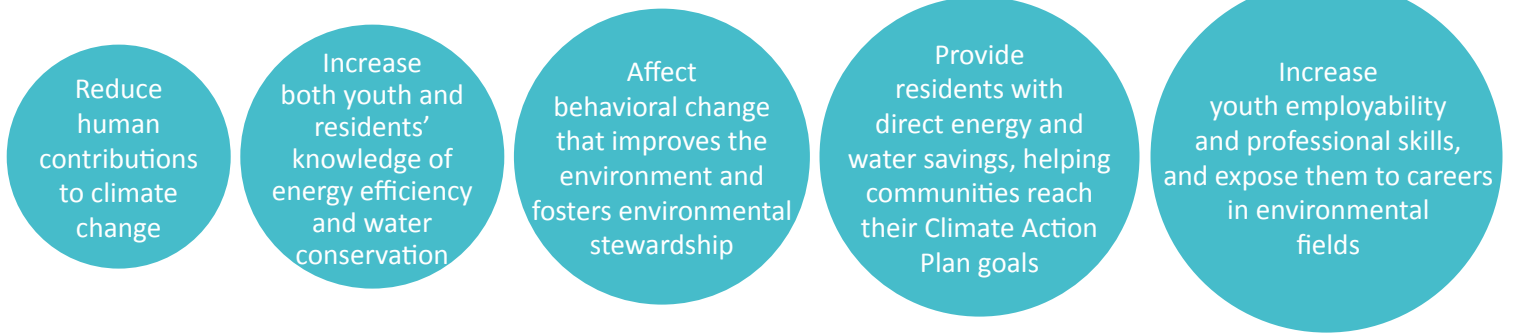


Annual GHG emissions from  
**17,479** passenger vehicles

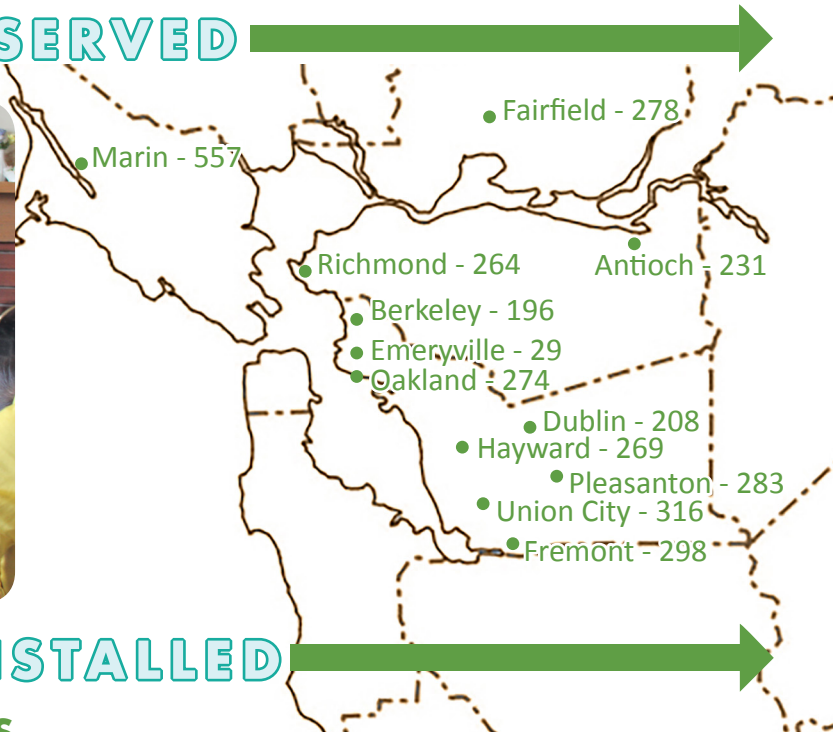


Carbon sequestered annually from  
**68,770** acres of pine or fir forests

The CYES program serves youth, communities, and the environment through five major goals:

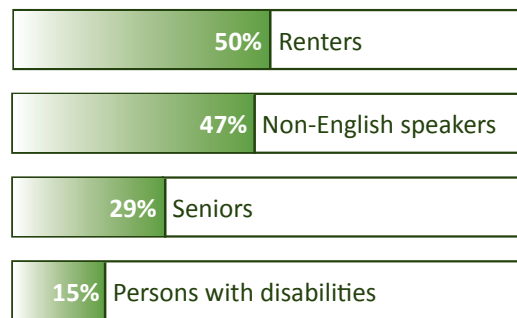
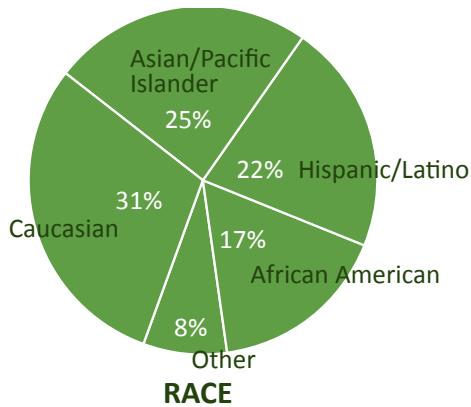


## 3,369 HOUSEHOLDS SERVED



## 35,258 MEASURES INSTALLED

### 2013 CLIENT DEMOGRAPHICS

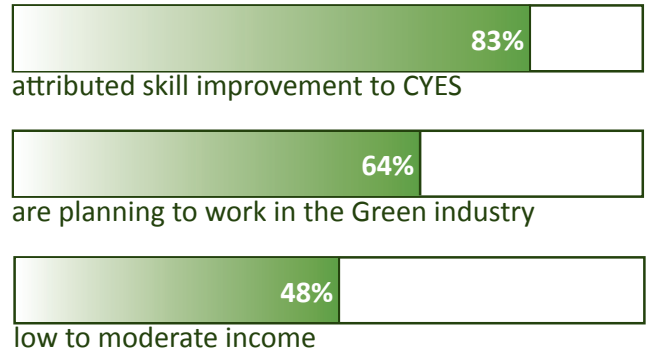
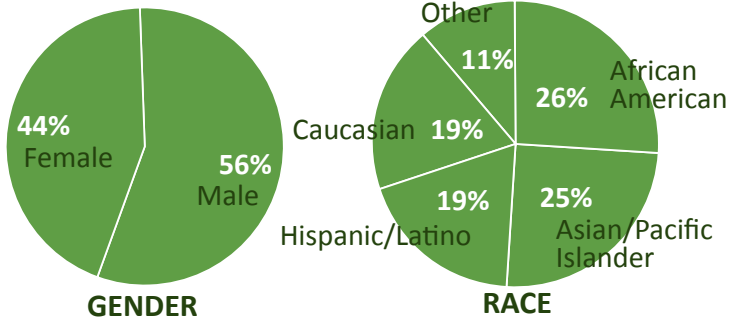


Lifetime savings of **4,300** metric tons of GHG emissions



Lifetime savings of **\$795,600** in energy and water savings

## 2013 PARTICIPANT DEMOGRAPHICS



### CLOSE UP: ANDREI QUINTO

Andrei Quinto, of Philippine descent, is a Berkeley resident and three time returning Energy Specialist. Before CYES, Andrei was unsure of his path and what he was capable of doing. Andrei says the CYES program helped him recognize new paths: "I became an Energy Specialist because of the opportunities that the program had for me... [CYES] helped me break out of my shell and explore new and exciting things I would have never dared doing."



"I have learned new and different values since I first started working with CYES, values I will carry with me throughout my entire life." Andrei says that he attributes these changes to the staff and management at Rising Sun who "showed me the way to a brighter future."

Andrei will be joining Rising Sun's Green Energy Training Services (GETS) cohort in early 2014, where he will learn hands-on skills in construction and energy efficiency. Excited about this upcoming opportunity, Andrei attributes his new life track to his previous years with the CYES program: "Without CYES, I might have been stuck doing nothing, getting nowhere in life." Now Andrei looks forward with hope. "I am the proof of what can be done when someone is given an opportunity."

## LEADERS-IN-FIELD-TRAINING (LIFT)

In its fifth year, the LIFT program employed 10 returning CYES youth Energy Specialists. The LIFT program offers career advancement opportunities for CYES alumni to return to the program and gain professional skills in a supervisory and peer mentorship capacity. The professional and life skills learned, empower LIFT youth to take on challenging tasks and see themselves as leaders long after they leave the program. Learning through employment enables LIFT members to gain and expand their leadership skills and develop the ability to self-manage and supervise others.

The LIFT program began with a two-day weekend orientation in which members learned many important skills necessary for their summer roles. They also did significant work on team building, interpersonal relationships, office/workplace etiquette, and public speaking. The orientation was followed by four days of in-depth training before the LIFT members and their teams got to work doing Green House Calls on homes in their site cities.

During the summer program, LIFT participants facilitated five weekly (every Friday) professional development workshops for the eight Energy Specialists at their respective sites. LIFT members followed lesson plans to facilitate these environmentally-focused or professional skill-based workshops and added to the lessons with independent research that they each conducted. LIFT participants successfully planned and implemented the program-wide CYES celebration. LIFT participants solicited approximately \$1,000 in gift cards and in-kind goods for the BBQ celebration. Over 100 CYES Energy Specialists, managers, and Rising Sun staff members attended the event.

The 2013 LIFT participants reported that the three greatest areas of professional and personal growth were:

Peer Mentorship:  
learning how to mentor Energy Specialists

Presentation Skills:  
learning how effective presentation skills help to influence and communicate knowledge to others

Identity:  
learning how identity and upbringing shape worldview and character and how this knowledge can positively influence LIFT members in the future



Rising Sun's LIFT program serves as an example of what can be achieved when youth are given an opportunity to gain leadership and professional skills through

**ALTERNATIVE EDUCATION  
PERSONAL EMPOWERMENT  
& MEANINGFUL EMPLOYMENT**

### CLOSE UP: CHRIS LUTHER

The LIFT program has helped make me the successful person that I am today. The program not only taught me the skills needed to be a professional, but it taught me intangible lessons about leadership and responsibility. As a LIFT, I was able to teach other young people about life skills and become their mentor, while taking on more responsibility within Rising Sun. This not only gave me a deeper sense of purpose, but it showed me what it really takes to be a leader. It provided me a unique challenge I never would have experienced without Rising Sun.

The skills I gained through the LIFT program transferred over to my current profession as a TV News reporter in Yakima, Washington. I learned things that provided me with a solid foundation for the rest of my life. I know without the experience I gained through LIFT, I would not be the professional that I am today.



## YOUTH COUNCIL

Youth Council is a youth-driven, year-long program that empowers and cultivates youth leadership and civic responsibility through environmentally-focused service learning both locally and abroad. The 2012/2013 Youth Council was comprised of 10 youth, ages 16 to 22.

After returning from their transformative service learning trip to Guatemala at the end of 2012, the Youth Council continued its service locally. The Council members were empowered to choose the type of project they wanted to work on, and decided to focus on building an aquaponics garden system. Aquaponics is a sustainable food production system that combines the cultivation of plants in water with the raising of aquatic animals in a symbiotic environment. The Youth Council researched and contacted elementary schools and senior centers to find an appropriate site to receive the system. Ultimately, they partnered with the West Oakland Senior Center, restoring an existing aquaponics gardening system that had fallen into disuse. To prepare for the project, the participants coordinated two demonstrations to see and learn how aquaponics gardening systems work, and partnered with Dr. Ron Chiarello, a professor at Mills College, who acted as an advisor to the group and was the on-site project guide during implementation.

The aquaponics system now allows the Center to grow its own organic fruits and vegetables for healthy snacks and meals. West Oakland is commonly known as a food desert, with little or no access to grocery stores that offer the fresh and affordable foods needed to maintain a healthy diet. This project not only provided the Center with an ongoing supply of healthy food options, but it will save the Center money on food and reduce its dependence on store-bought produce, which may come from farms that use pesticides or hormones.



### CLOSE UP: ASHWAREE KUMAR

Youth Council was an amazing experience and opportunity I had that most teenagers don't get. Traveling abroad at such a young age has helped me realize the issues common in many countries. Being a part of the Youth Council trip was extremely rewarding because I got to meet people who had similar interests as me. The trip to Guatemala was one of the best experiences I've had, because it taught me independence and how the things I take for granted in the United States may just be meaningful to someone else in another country. This was a perfect opportunity for me because it involved two things that I love to do: travel and help people in need. After this experience in Guatemala, I have decided that I want to be involved in more volunteer programs that help locally and abroad. Youth Council is amazing for young adults and it teaches key values that are used in everyday lives.





# ADULT PROGRAM PERFORMANCE

## GREEN ENERGY TRAINING SERVICES (GETS)

2013 was an exciting year for the GETS program. After piloting our first in-house cohort at the end of 2012, we offered two more Basic GETS classes this year. Over the course of eight weeks, participants learned basic construction skills, energy efficiency auditing and retrofit installation, and applied math; earned OSHA 10 and Lead Safety certifications; and built their job readiness skills. There were many partnerships that made the class stronger and better. Participants had the opportunity to practice their construction skills by working on a Habitat for Humanity construction site, REACH The Future presented a workshop on commercial lighting retrofits, SolarCity provided a workshop on solar electric systems and solar panel installation, and ANEW America and Wells Fargo presented a series of workshops on financial literacy. Volunteers from Wells Fargo also conducted mock job interviews with participants to help them prepare for their upcoming job searches.

With the support of the Y&H Soda Foundation, and in partnership with the City of Berkeley and the Alameda County Green Business Program, we also offered paid internships to GETS graduates this year. Twenty-six GETS graduates interned with the Green Business Program, Rising Sun Energy Services, Beckner Contracting, Eco Performance Builders, the PG&E Food Production Research Lab, and at the Rising Sun office. These internships provided valuable on-the-job experience, and for many, led to post-internship employment.

The GETS program also offered three Advanced classes in 2013, which were attended by GETS graduates and employees of home performance and HVAC companies from around the Bay Area. Two of those classes were four weeks long, including nights and weekends, for BPI Building Analyst preparation. We also offered a two-day seminar that provided an introduction to EnergyPro 5 energy modeling software, in partnership with Build it Green. The class was attended by 19 people, including representatives from several Energy Upgrade California participating contractors.



“This was an excellent class and I am glad that I invested time and energy into it. I hope to stay connected to the contacts I have made here.”

**GETS PARTICIPANT**

GETS empowers adults to achieve economic sustainability by:

Teaching basic construction skills, including carpetry, electrical, and plumbing

Building experience by volunteering on a construction site and completing building performance assessments

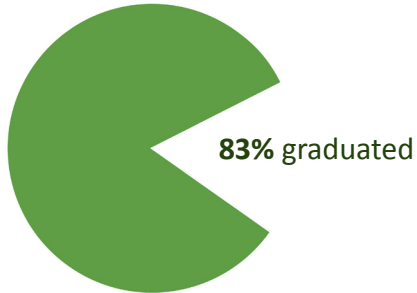
Continuing to provide support upon graduation with professional development workshops, further training, and case management for employability

# OUTPUTS AND OUTCOMES



## 2 BASIC GETS COHORTS

36 people trained



73% placed in employment



77% placed in green jobs

23% continued further training



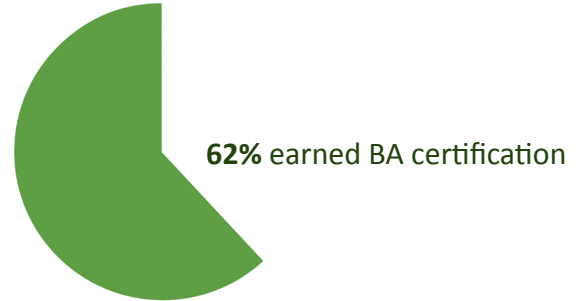
86% pursued energy efficiency and/or solar training

## 3 AVANCED GETS CLASSES

13 completed BPI Building Analyst training



4 GETS graduates



19 completed the EnergyPro 5 workshop



3 GETS graduates

1 CYES alum

### CLOSE UP: ANTHONY HAYES

My name is Aurellio Anthony Hayes, I attended the second GETS cohort in Berkeley. Before I attended the GETS program, I was working for a mobile car wash company. I hated my job and remember being miserable daily, but it was the only income I had.

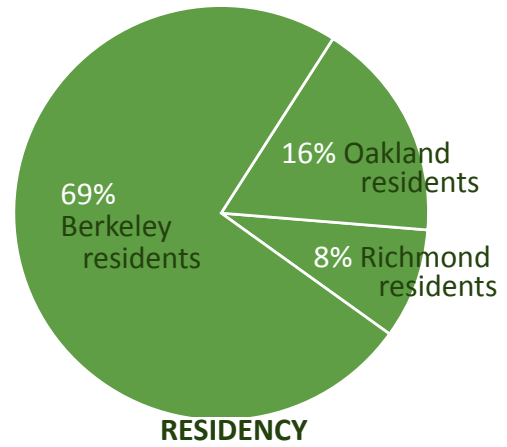
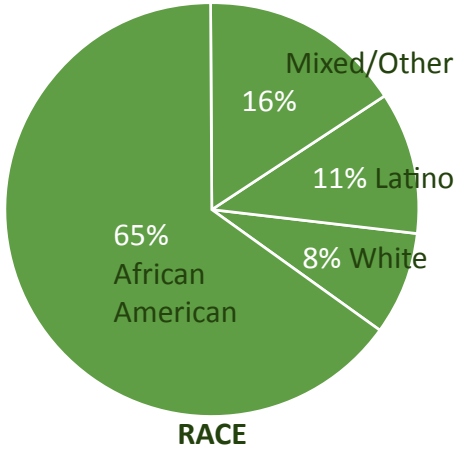
In class, we were taught how to set up a blower door, weather stripping, insulation installation, and setting up vapor barriers. I also received hands-on training in construction, which allowed me to become a member of the Carpenters Union. During training, Solar City came and presented to the class about solar and how it's good for our environment. I felt like that was the best path for me, because I could work outside instead of being in a crawlspace.

After graduation, I worked with George and Melvin [GETS staff] to gain employment. I was referred to several companies, including CLP, where I worked as a Laborer on a few projects. I also was referred to Grid Alternatives, a solar company that teaches interns how to install solar panels. I was picked up as an intern and completed a 300-hour internship. I was able to advance my technical skills and buy my own tools. I called Melvin and he quickly assisted me with getting funding for some tools that I would not have been able to purchase on my own. I was very appreciative with all the help I received.



My next goal with Rising Sun is to become a BPI Analyst. I have set out to become a jack-of-all-trades, and also to keep my options open. The energy efficiency field is so broad that it's hard to settle on one thing. I am hoping that I can become BPI-certified and expand my scope of practice with new information and new skills.

## 2013 BASIC GETS DEMOGRAPHICS



## EMPLOYER COUNCIL

In February of this year, Rising Sun partnered with Laney College to host a joint Employer Council meeting, called the Green Industry Gathering. The meeting was attended by 30 local home performance contractors, solar companies, and union representatives. Attendees heard updates on policies affecting the industry, shared ideas about how to facilitate cross-sector collaboration, and talked about industry trends. The event was also a great opportunity for participants to network and form new business partnerships.



### CLOSE UP: NORMAN BASS

My name is Norman Bass, and I'm a Bay Area native, and a graduate of the GETS program. Before I inquired about the program, I was looking for employment in just about any place I could find it. I wasn't really thinking long-term or what road I was headed down. Then a City of Berkeley representative gave me some insight about the program, and that it could expand my horizons in the green energy field and possibly provide meaningful employment in the near future.

During training, I met a lot of interesting people. I also learned skills to make homes efficient and more comfortable. I've also picked up an array of handyman skills used to tackle any small home renovating projects that I can now provide for my family as well as my associates. In addition to learning technical skills, we learned how to conduct ourselves at work and developed our resumes.

While in the program, I earned an OSHA 10 and Lead Safe Work Practices certification. I also received a GETS Certificate of Completion, representing 280 hours of energy efficiency and construction training. I'm currently the Assistant Instructor for the GETS Cohort 4, and intend to further my studies in Building Performance through classes being offered at Laney College. If I did not attend the GETS program, I would not have seen how bright my future could be, given the necessary training and skills provided by Rising Sun Energy Center.



# RISING SUN ENERGY SERVICES, SOCIAL ENTERPRISE 2010-2013

In 2010, Rings Sun Energy Center started a social enterprise, Rising Sun Energy Services, to provide workforce development opportunities to graduates of our Green Energy Services Training (GETS) program, while offering homeowners with an alternative service provider to help them improve the overall comfort and energy efficiency of their homes. Initial funding was made available by the American Recovery & Reinvestment Act (ARRA) through the Cities of Berkeley and Richmond and PG&E.

August 2012 marked the end of ARRA funding, and RS Energy Services transitioned from a grant-funded program to a market-based social enterprise. We expanded our service territory to Alameda, Contra Costa, and Marin Counties. Increasing our geographic area enabled our GETS graduates to develop a wider range of skills as they worked on a variety of homes and provided expanded service offerings. Going from a grant funded program to a market-based social enterprise was a big leap, and ultimately, Rising Sun could not sustain the infrastructure and raise the capital necessary to continue running the program.

In October 2013, we made the difficult decision to close RS Energy Services and refocus our efforts on growing our other high-impact programs. Building this venture was a valuable learning experience for us, and while a number of factors drove the ultimate decision to close it down, we are enormously proud of the work experience we were able to provide our GETS graduates through RS Energy Services' years of operation.



## 4 YEARS OF IMPACT



**24** GETS graduates employed



**150** Energy efficiency retrofits

### LIFETIME SAVINGS



**3,724**  
lbs. CO<sub>2</sub>



**1,132,976**  
kilowatt hours



**579,706**  
therms



**\$715,865**  
on Utility Bills

# FINANCIALS

## STATEMENT OF FINANCIAL POSITION

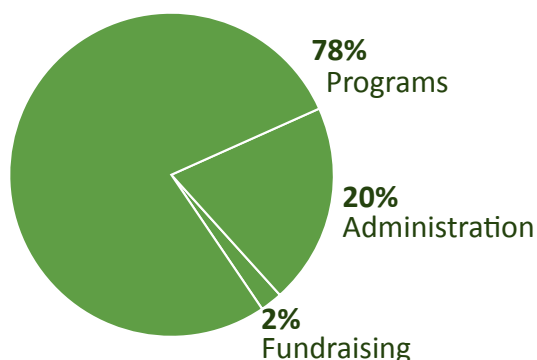
### ASSETS

Liquid Assets	\$1,237,520
Accounts Receivable	\$333,514
Other Assets	\$89,015
Fixed Assets	\$23,606
<b>TOTAL ASSETS</b>	<b>\$1,683,655</b>

### LIABILITIES

Total Current Liabilities	\$66,915
Net Assets	\$1,616,740
<b>LIABILITY AND EQUITY</b>	<b>\$1,683,655</b>

## ALLOCATION OF FUNDS



## STATEMENT OF ACTIVITIES

### REVENUE

Government & Utility Contracts	\$539,320
Corporate Contracts	\$1,214,922
Corporate & Foundation Grants	\$224,698
Contributors	\$8,887
Individual Client Contracts	\$134,798
Partner Contracts	\$1,500
Earned Income (Tuition)	\$11,773
In-Kind Contributions	\$68,265
Other Income	\$500
Released Restricted Funds	\$4,628
<b>TOTAL REVENUE</b>	<b>\$2,209,291</b>

### EXPENSE

Program	\$1,735,681
Administration	\$441,611
Fundraising	\$49,486
<b>TOTAL EXPENSE</b>	<b>\$2,226,778</b>

## MANAGEMENT AND ACCOUNTABILITY

After a long search that began in spring 2013, Rising Sun signed a new five-year lease in order to consolidate the organization's multiple facilities to one location. Beginning March 2014, Rising Sun will run its office, warehouse, and training space out of the Berkeley Business Center on San Pablo Avenue at Ashby. Our new West Berkeley facility was originally the site of the H.J. Heinz Co. Factory, a historic landmark building.

A. Bedinger and Company (C.P.A) completed their audit of Rising Sun with no reservations, providing a clean bill of fiscal health for a third consecutive year. Other audits by the State Compensation Insurance Fund (workers' compensation) and Companion Insurance were equally successful.

Rising Sun Board members Raquel Pinderhughes and Oliver Jay resigned from the Board this year, while new members Melissa Koenigsberg and Ryan Young signed on. Caleb Everett stepped down from his role as Chair after two consecutive terms, but remains an active member, and Mikhal Bouganim stepped up to take his place. We are very grateful to all Board Members who choose to serve the organization, and would like to especially recognize Raquel Pinderhughes for her long-term commitment to serving and providing guidance and support to Rising Sun over her many years of service.

# RISING SUN TEAM & BOARD

Rising Sun's ability to effectively **Educate, Empower, and Employ** the participants it serves is due to a talented, deeply committed, passionate staff and board. At all levels of the organization, Rising Sun is dedicated to making a deep and meaningful impact, continually improving our programs and organizational practices. We strive to recognize that, without a high performing team and the embedded philosophy that we are a learning organization, our significant impact on the people we touch and planet we steward would not be possible.

## STAFF

### Jodi Pincus, President & Executive Director

Jodi joined Rising Sun Energy Center in 2006. She is a leading expert on the green economy, youth employment frameworks, sustainable social enterprise models, and workforce development. Under her leadership, Rising Sun has developed innovative green training and employment models that are held as exemplars in both the national and international community. Jodi has participated in several policy groups, conferences, and task forces to share her expertise, and has been featured in the media.

Jodi is a thought leader and administrator with over 14 years of experience, specializing in managing staff and programs using consensus-building and conflict resolution, developing curricula, evaluating and analyzing outcomes, change management, and researching program methodology and effectiveness. Born in South Africa and a former resident of Australia, Israel, and Mexico, Jodi considers herself a global citizen. She has committed much of her life to social justice and sustainability, and is dedicated to solving issues of social inequality and environmental degradation through innovative approaches. Jodi is a UC Berkeley graduate in Peace and Conflict Studies and holds an MBA from the Presidio Graduate School in Sustainable Management.

### Alison Freeman, Vice President & Deputy Director

Alison joined Rising Sun in 2010. She brings a diverse skill set developed over 17 years in administration and program development both in England and America. Over the course of her career, she has distinguished herself as a driving force behind improving operations, team development, and financial controls. Alison has developed vocational training programs with an aim to transition youth into full time employment. She specializes in program monitoring and evaluation, using systemic thinking and strategic planning to build programs that encourage innovation and personal/professional development. She believes that our mission to create green career pathways for youth and for adults with barriers to employment can help provide the skills they need to be competitive in the green job market place. Alison holds a BA in History and Social Economics from Manchester University, UK.

### Eric Brizee

Operations Manager

### Abigail Leonard

Development Manager

### Thupten Yarpheh

Accountant

### Elena Foshay

Director of Adult Programs

### Julia Hatton

Director of Youth Programs

### Heather Hochrein

Director of Special Projects

### Susan Lockwood

CYES Operations Coordinator

### Travers McNeice

CYES Regional Manager

### Natesha Tabor

CYES Regional Manager

### Wells Brown

CYES Regional Manager

### Adrian Sacharski

Regional Outreach Manager

### Molly McCobb

Regional Outreach Manager

### Katrina Walker

Regional Outreach Manager

### Lauren Marie Taylor

Youth Development

### Melvin Parham

GETS Case Manager



## BOARD OF DIRECTORS

### Mikhal Bourganim, Board Chair

Founder and Principal  
Compass Financial Communications

### Michael Balster, Member

Attorney  
Paul Hastings, LLP

### Caleb S. Everett, Member

CEO  
Career College of California

### Ryan Young, Member

Legal Counsel  
Greenlining

### Bruce Chamberlain, Board Secretary

C.E.M. - Project Manager  
kW Engineering

### Paul Esformes, Member

Attorney  
Katten Muchen Rosenman, LLP

### Melissa Koenigsberg, Member

Rising Sun is fortunate to benefit from diverse revenue streams to fund our programs and operations. In 2013, Rising Sun's collaboration with PG&E's local government partnerships, funded by California utility customers under the auspices of the California Public Utilities Commission (CPUC), provided the organization's largest source of revenue. In 2013, we were also honored to receive a highly competitive two-year Environmental Education Regional Grant from the Environmental Protection Agency. Rising Sun also received crucial financial support from local municipalities, water districts, government agencies, foundations, and corporations that helped make our programs possible. Additionally, numerous businesses and organizations contributed by providing generous in-kind support, much needed computers and technology, and reduced rent for our warehouse facility. In 2013, we ran our first Annual Fund Campaign and successfully increased our contributions from individuals by almost 50%. It was wonderful to see such thoughtful support flow in from those who received services from our programs, former program participants, and other members of the community.

## THANK YOU TO OUR GENEROUS SUPPORTERS WHO ENABLE US TO EDUCATE, EMPOWER, AND EMPLOY!

### Government Agencies

Alameda County Water District  
Alameda County Green Business Program  
California Employment Training Panel  
City of Antioch  
City of Berkeley  
City of Dublin  
City of Emeryville  
City of Fremont  
City of Hayward  
City of Oakland  
City of Pleasanton  
City of Union City  
East Bay Municipal Utility District  
Environmental Protection Agency  
Lawrence Berkeley National Laboratory  
Marin Clean Energy  
Marin Municipal Water District  
North Marin Water District  
PG&E East Bay Energy Watch  
PG&E Marin County Energy Watch  
PG&E Solano County Energy Watch

### Foundation and Corporate Support

Clif Bar Family Foundation  
Comerica Charitable Foundation  
The Dean Witter Foundation  
East Bay Community Foundation  
Ford Community Green Grant  
Give Something Back Community Fund  
Green and Healthy Homes Initiative  
Miranda Lux Foundation  
Richmond Community Foundation  
RSF Social Finance  
The San Francisco Foundation  
S.D. Bechtel, Jr. Foundation  
Sheet Metal Workers' International Association Local Union No. 104  
SunPower Foundation  
Thomas J. Long Foundation  
Thomson Family Foundation  
Union Bank Foundation  
Wells Fargo Foundation  
Y & H Soda Foundation

### In-Kind Legal Services

Morrison & Foerster LLP  
SF BAR

### In-Kind Support

Ace Hardware Berkeley, Adamax Inc., Alameda County and Marin County Computer Resource Centers (ACCRC/MCRC), Al's Donuts, Arizmendi, Bagel Street Café, Berkeley Bowl, Buffalo Wild Wings, Carino's Italian, Chevy's Fresh Mex, Chili's Bar and Grill, Chipotle Mexican Grill, City of Berkeley, Costco, Driven Raceway, Dropbox, Five Guys, Fresh and Easy, Golden State Warriors, Grocery Outlet, iFLY SF Bay, International House of Pancakes, IKEA US West, Inc., Krispy Kreme Doughnuts, Melo's Pizza and Pasta, Microsoft, Mountain Mike's Pizza, Outback Steakhouse, Panera Bread, Pasta Pomodoro, Red Lobster, Ripley's Believe It or Not, Safeway, Scandia Family Center, Solano County Central Services, Sprouts, Starbucks Coffee, Taproot Foundation, Target, TGI Friday, Trader Joe's, Walmart

### Individuals

Naveen Bajjuri, Gerson and Barbara Bakar Philanthropic Fund of the Jewish Community Federation, Dennis and Beverly Balster Charitable Fund, Michael Balster, Eileen Barr, James Becker, Dawn Benson/Community Health Charities, Martin Bond, Mikhal Bouganim, David J. Camarena, Vincent Casalaina, Bruce Chamberlain, Lanier Coles and Charlton Yu, Sarah Ellinger, J. Amelia Ellis, Daisy Epstein, Paul Esformes, Caleb Everett, Shelby Geitner, Ann Gonski, Michael and Darlene Hancox, Brendan Havenar-Daughton, Adrienne S. Herman, Steven and Randi Herman, Hochrein Charitable Account of the Fidelity Charitable Gift Fund, Ching-Yee Hu and Gary Orenstein, Oliver Jay, Lynice Jeffers, Lisa Jung, Robin Kaer and Nancy Park, Christine and Matthew Koidin, John and Polly La Duc, Sarah Lana, Richard and Cathy Landers, Leora Lawton, Lay Lee Lee, Les and Rena Leibovitch, Abigail and Anthony Leonard, Sarah Mattos, The McBats, Albert Nahman, Prisma Nuengsigkapien, James and Imelda O'Leary, John G. O'Neill, Evan Pendleton, Michael Pincus, Jodi Pincus, John Pruett, Rafiki Foundation, Kelley E. Ramsey, Daniel Schoenholz, Patricia Schwinn, Marisa Smith, Beverly Smothers, Elana and Adam Stein, Ms. Randi Stein, Mari Rose Taruc, Mike Tayek and Ingrid Hochrein, Theresa Thomas, Debbie Upland, Inc., Michelle VerKuilen, Jessica Viramontes



### **ILAY PADILLA VELA**

My time as an Energy Specialist has been a lot of fun, very informative, and rewarding. I look forward to coming back as an ES next year to continue my growth and hopefully transition into the LIFT position in the following years.

**CYES PARTICIPANT**

### **ROBERT BASILE**

The Program was very successful in not only training the youth to perform the assessments, but had great success in the numbers of assessments completed and the number of energy devices installed.

**HOUSING REHABILITATION MANAGER**

**COMMUNITY RESOURCES DEPARTMENT, CITY OF FAIRFIELD**

Your staff was a delight to work with. They obviously knew what to do and how to do it. They are pleasant, diligent, and competent, and great representatives of CA Youth Energy Services.

**GREEN HOUSE CALL CLIENT**

### **PHON CHANTHANASAK**

The LIFT program gave me an opportunity to give back to my community. It was an outlet for me to become a role model for the youth in my city. I learned how to facilitate workshops that helped empower my peers, helping them become young leaders. Being a LIFT was more than a temporary job, because the bond that I made with my managers and fellow LIFT family will help me go a long way with future opportunities.

**LIFT PARTICIPANT**

### **JULIAN DAVLIN**

I was unsure of what I wanted to do previously, but Youth Council showed me that I have power, so now I want to pursue a career that positively helps people.

**YOUTH COUNCIL PARTICIPANT**

It was very enlightening to learn how wasteful and inefficient most homes are and how important small fixes and behavioral changes are.

**GETS PARTICIPANT**

