

The Center for *Formative Action and Reflection's* (CFAR's)  
2017 Year End Report



**Our Mission:** CFAR is a holistic center that connects, supports, nourishes and trains individuals who serve in front line community organizations.

**Our Vision:** A supportive and sustainable environment where people engaged in community based work thrive.

**CFAR currently offers 6 program/service areas:**

**1) In 2017 CFAR directly facilitated 7 Reflection Circles and has helped start 2 others**—these are monthly case-based education/support group meeting involving over **65 community-based workers**, leaders and ministers on an ongoing basis. These circles actively involve community-based personnel from over **45 local agencies/organizations**.

**2) Body Work**---due to the generosity Leslie Ramsey, Community activist and certified Yoga instructor, CFAR was able to offer weekly Yoga and meditation classes. **Over 25** community based personnel engaged in these classes, and we have a faithful following of 8-10 participants. In addition, CFAR has established a working relationship with an **acupuncturist** who provides free consultation to any one associated with CFAR, as well as a 50% discount for her services. CFAR also has established a working relationship with **personal fitness trainer and sports nutritionist** who is able to connect CFAR members to Camp Gladiator (group fitness seminars) and can refer anyone interested to a network of one on one fitness trainers

**3) Training seminars**---CFAR has been able to continue offering innovative, cutting edge training on topics, and partnering with other organizations that do the same. The following topics were offered this year: Healing Self/Healing Others, Servant Leadership, Assertive Communication, Pastoral Program Planning, Compassion Fatigue, Self-care, Transforming Burnout and Setting Boundaries, and Conflict Resolution in light of Transformational Leadership. **Over 200** community based workers, leaders or ministers were impacted by these training seminars.

**4) Mini-Courses**---in 2016 CFAR offered 3 mini-courses this year; two 8-week seminars on the fundamentals of Re-evaluation Counseling, and one 5-session seminar on Dealing with Trauma from a Faith Based perspective. **Over 20** community based workers, leaders or ministers were impacted by these mini courses.

**5) One on one Coaching and Organizational Consultation/Coaching**---Don Arispe, CFAR's lead animator, meets on a one on one with a wide variety of community-based personnel in order to offer life coaching. In addition, CFAR has an agreement with 2 certified life coaches to provide additional support on a sliding scale basis. **Over 30** community-based personnel have pursued this support.

**6) Friend/fund/consciousness raisers.** CFAR celebrates its 7<sup>th</sup> annual Winter Holiday Celebration Nov 10. This year's theme is Planting Seeds: Transforming Trying Times. Attendees will help CFAR inaugurate its newest Community Based Organizational service awards, highlighting the work of two community-based organizations---Inner City Development and the Martinez Street Women's Center, as well as our 3 individual awards. The newest being the John Donahue Peace and Justice Award, as well as the Richard Alvarado Community Mentor Award, and our first award; the Peter Irwin Community Advocate Award.

## Organizational Highlights

In 2016 CFAR was able to hire our first part-time Center Coordinator, Erin Bradley via Public Allies, an AmeriCorps program in 2016. In August of 2017 Erin came on board with CFAR independently and continues on as our part time coordinator. Erin will hopefully take over the Lead Animator position for CFAR in early 2018. We are very happy to have Erin on board; she is a Godsend.

### SUMMARY

In total, over 400 community-based workers, leaders, and ministers were impacted by CFAR in 2017 with almost 150 engaged *on an ongoing basis with over 60 local organizations being impacted*. We stress this fact because ongoing human development is not limited to a course or seminar; it is a sustained, iterative, life long process. 400+ CFAR participants served may not seem like a very large number to those who assume large numbers equals collective impact, but keep in mind all this has been done via an almost ALL VOLUNTEER effort, and each CFAR participant impacts dozens to hundreds community members through their community based work, leadership and or, ministry.

In 2017, CFAR placed over \$100,000.00 worth of high quality services into the San Antonio community at an actual cost of just over \$6000.00. Thus, each CFAR participant received an average of at least \$250.00 worth of services from CFAR, and....

**a \$1 donation to CFAR is multiplied almost 16 times. We deeply appreciate  
your own going support!**