



SISTERS OF THE ROAD

Sisters Voice • Winter 2019



**SISTERS
OF THE
ROAD**



40 YEARS OF SYSTEMIC CHANGE, NONVIOLENCE, DINING WITH DIGNITY, GENTLE PERSONALISM AND ANTI-OPPRESSION

Since 1979, Sisters of the Road has worked to address the needs of the communities of Portland's Old Town/Chinatown neighborhood—particularly members of the community who are currently unhoused. We built relationships and listened to understand peoples' needs and in response opened a nonprofit Cafe with the founding goals of:

- ▶ Providing a safe, welcoming place for everyone—especially women and children.
- ▶ Offering nourishing meals at little cost and/or in exchange for labor.
- ▶ Offering job training and employment experience.

For forty years, these goals have shaped our work and continue to anchor our pursuit to fulfill our mission—one relationship at a time.

OUR AMAZING STAFF:

Allysa Gonzales
Amy Chu
Angelina Crane
Annette Gerlecki
Annika Huether
Benjamin Donlon
Betsy Glickman
Brandi Henry
Candice Coulson
Chris Watkins
Crystal Davis
Danielle Klock
Deborah Sturm
Jake Maginn
Jessica Feinman
Karissa Moden
Leanne Falzon
Lucas Grzybowski

Melissa Lang
Migyoung Won
Pepe Espinoza
Rodney Graves
Sammy Lawrence
Shannon Blanchard
Shorty Dado
Travis Smith

BOARD OF DIRECTORS:

Art Rios, Sr.
Damian Blakeley
Jim Ashley-Walker
Julia Nielsen
Kacy McKinney
Linda Senn

SISTERS OF THE ROAD

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MISSION: Sisters of the Road exists to build authentic relationships and alleviate the hunger of isolation in an atmosphere of nonviolence and gentle personalism that nurtures the whole individual, while seeking systemic solutions that reach the roots of homelessness and poverty to end them forever.

ROAD MAP TO WHATS HAPPENING:

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Photo credit for all employee portraits and cover: Migyoung Won

SISTERS OF THE ROAD CAFE

133 NW Sixth Ave. Tuesday–Saturday
Portland, OR 97209 10:00am–2:30pm

SISTERS ADMIN OFFICE

618 NW Davis St. Tuesday–Saturday
Portland, OR 97209 9:00am–5:00pm

sistersoftheroad.org  

WHO WE ARE

Sisters of the Road is a nonprofit cafe in Portland’s Old Town/Chinatown neighborhood working to create systemic change that will end poverty and homelessness by providing nourishing meals in a safe, dignified space.

We work to build community one relationship at a time, with nonviolence and gentle personalism, believing everyone has a piece of the truth and that we are all more than the sum of our current situation or past experiences.

We interrupt violence and oppression in all forms and our Cafe is a Safer Space where everyone is welcome.

At Sisters we believe that care and dignity are at the heart of food justice. Therefore, we offer many ways for folks to gain access to hot, fresh meals:

Barter Work Program allows folks to earn four full meals & beverages for every hour long shift in the Cafe. By bartering work, our community members are treated with dignity, meanwhile gaining applicable skills in the food industry that they can take elsewhere.

For Purchase: We also accept cash and SNAP benefits/EBT cards. All meals are served to order and in a welcoming environment for only \$1.50, the same price Sisters has offered since 1979!

For Free: First time guests, families, and customers who for medical reasons are unable to do Cafe work receive a hot and nutritious meal at no charge.

Blue Meal Coupons: These coupons are designed to allow supporters like you to gift meals to our community members. For the price of \$2.00, coupons are redeemable for a full meal. We believe our coupons are an innovative way to share a meal and start a conversation while responding to a need in our community.

If you’d like to purchase meal cards please visit our website: sistersoftheroad.org or call us at: 503-222-5694



RESTRUCTURING SISTERS OF THE ROAD

By Danielle Klock, Executive Director

OVERVIEW

For more than five years, Sisters pursued a style of co-management that we called Collectivity. This time was an important era in the history of our organization. Collectivity attempted to create an equitable organizational structure from which staff expected flexibility, transparency, and shared responsibility with built-in support from their peers in the absence of hierarchy.

However, during this time, we have seen decreased revenue, a scaled-back Systemic Change team, decreased accountability, and an unprecedented staff turnover rate. Many staff have felt unsupported and overworked. The many shared responsibilities have meant overlapping, redundant processes, too many meetings, and not enough time to complete core work. Change had become painfully slow. Policies were often unclear and not adequately communicated. Our community can't build long-lasting relationships with a constantly changing staff.

NOW WHAT?

Hiring an Executive Director was only the first step in stabilizing the organization. We cannot—and should not—simply revert back to the former structure and culture before Collectivity. This past year we have examined the lessons from Collectivity and used that knowledge to guide us forward in our resolve to build a more adaptable, responsive, and resilient organization. Here are some changes and additions we are excited to announce.

WHAT'S NEW?

ADVISORY COUNCIL

The Advisory Council is a re-imagining of the Co-Ops Team that takes into consideration the actual work that is done beyond what is written in the job descriptions, as well as some of the collective

responsibilities that fall outside of one's typical work domain that have not been accurately acknowledged. These are the unscheduled, often urgent, needs of the staff, volunteers, and community that must be addressed as they emerge, often compounding daily work and leaving important but not urgent work to be left uncompleted. The formation of the Advisory Council provides team-specific and cross-organizational support to all staff, volunteers, and community, while acknowledging and holding the institutional wisdom of Sisters of the Road and the collective embodiment of our philosophies.

The primary functions of the Advisory Council include:

- ▶ Interpersonal communication and conflict resolution among staff and community
- ▶ Dedicated community time
- ▶ Decision making (including RJAQ filters)
- ▶ Grievances
- ▶ Endorsements
- ▶ Team-specific mentorship and training
- ▶ External communication



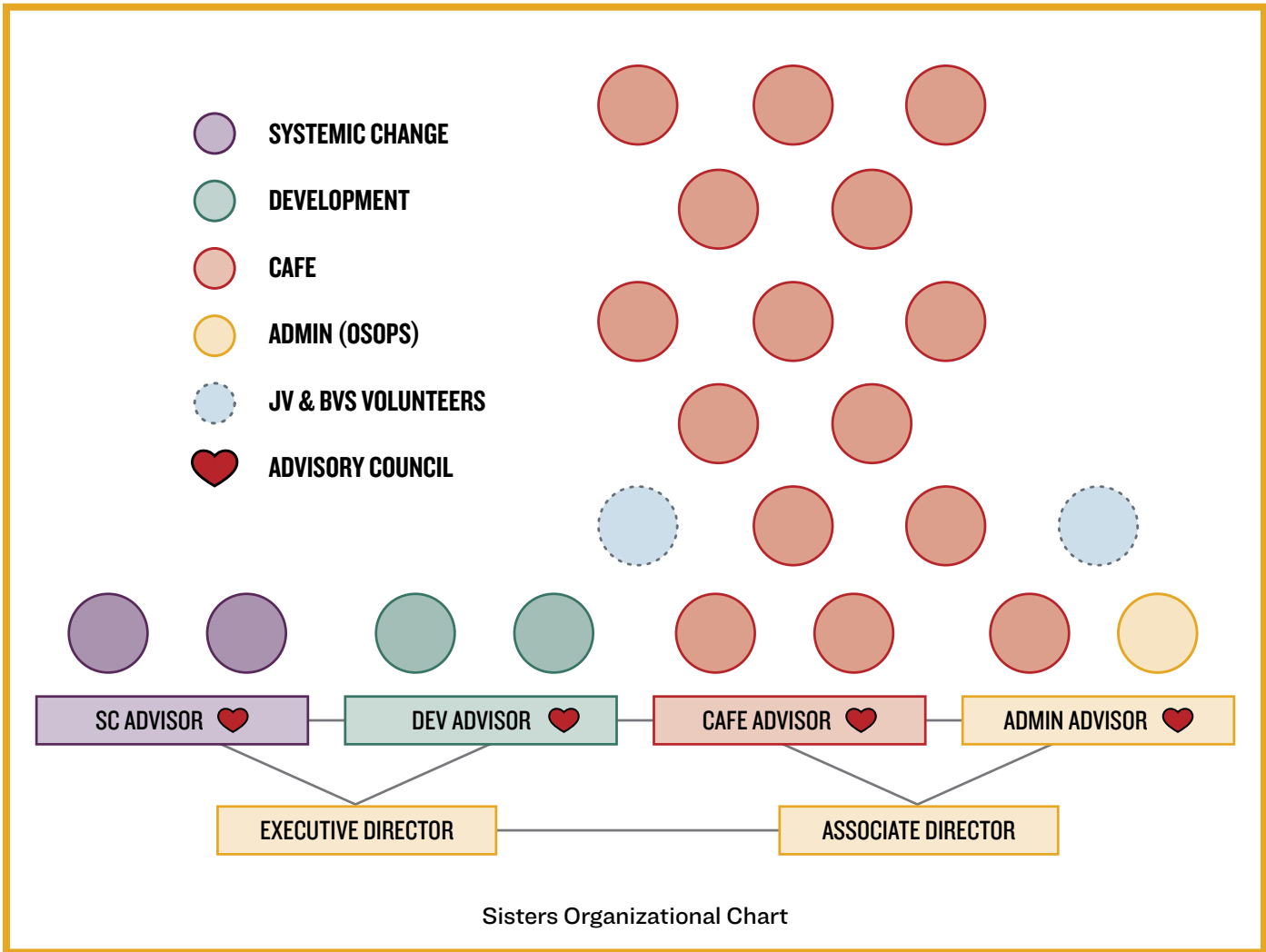
Advisory Council: (left to right) Karissa Moden, Leanne Falzon, Migyoung Won and Travis Smith

ASSOCIATE DIRECTOR

The Associate Director, in title, is not a new position at Sisters of the Road. At different times in our history the Associate Director has provided the additional layer of support that was needed. This time, the position of Associate



Associate Director Betsy Glickman



Director will be a salaried expansion of the part-time Finance Manager position while providing direct support and oversight to the Cafe and Admin teams, while providing backup support to the Executive Director.

WHAT’S THE IMPACT?

FINANCIAL

The added net expense of hiring the Associate Director has been minimal. Because we did not add a whole 40-hour position, but expanded an existing role, we have been able to streamline other positions while building capacity in the cafe for a net increase in expenses of less than \$10,000.

The financial benefit to the organization cannot be separated from the human benefit. However, the support and stability of the new structure, combined with increased accountability is expected

to decrease wage and benefits expenses associated with high staff turnover. As these positive changes are clearly demonstrated and communicated to our patrons, donors, and community, we expect revenue to increase accordingly.

HUMAN

The heart of Sisters of the Road is authentic relationships. We believe that the changes from Collectivity to our current structure will provide more attentive team support and a greater quality of work life. In turn, an increase in staff retention will allow for greater attention to relationship building anchored in our philosophies of nonviolence, dignity, gentle personalism, and LOVE.

If you have questions about the organizational changes, please contact Executive Director Danielle Klock at (503) 222-5694 ext. 115 or email danielle@sistersoftheroad.org



SISTERS AS A “THIRD PLACE”

By Leanne Falzon, Cafe Manager and Advisor

After I was introduced to Sisters two and a half years ago, I started to feel an uneasiness at other “regular” cafes and coffee shops. I noticed people largely sitting alone, hunched over a smartphone or laptop, often with headphones in their ears. I heard the quiet hush of polite small-talk yet, people mostly minding their own business.

Anyone who has spent time at Sisters recognizes this stark contrast to the daily buzz of our Cafe, where the room is filled with boisterous conversation and laughter. People are engaged with one another and sharing news. It’s a place where friends are greeted enthusiastically, with hugs and attention and care for each other’s daily lives.

I found myself missing and craving this feeling of collective togetherness when I sipped my coffee elsewhere. What is it about Sisters that manifests this feeling of community that seems to be deteriorating in so many other places?

Sociologists would call places like Sisters a “third place.” Like many social theories, there are classist assumptions inherent in its definition. The term “third place” assumes that people have a first and second place—a home, and a workplace. Third places, then, are public spaces where community is built. Everywhere from parks to public libraries, to places of worship to hair salons, can be third places.

This term got more attention recently when Starbucks revised and publicized their “Third Place Policy” after the harassment and arrest of two innocent Black men in their Philadelphia cafe in April of 2018. Starbucks committed to becoming a truly public space, where anyone, regardless of ability to afford their products, could use their cafe spaces and restrooms—a philosophy that has been of core value to Sisters since we opened our doors in 1979. Third places without financial barriers are critical to community building, especially in cities



Photo credit: Mariana – Heart On Studios

like ours where wealth disparity continues to divide neighborhoods and push out poor folks.

Countless customers, volunteers, and staff members talk about Sisters as “more than a cafe.” It is a community living room, and a place that is so rare and special, you can feel the difference as soon as you walk through the door. This feeling is proof that during the 40 years since opening its doors, Sisters has stood the test of modernization and retained its presence as an integral part of the Old Town/Chinatown neighborhood.

Especially for folks without a “first” or “second” place, Sisters often functions as all three- a home filled with family, a place to barter work, and a place to build community.

As the city changes around us, Sisters continues to hold this presence and encourage our new neighbors to consider how they, too, may keep their doors open to all and build a sense of engaged community. It is essential work to cherish the third places in our lives and think creatively about how to build more of these spaces together.



Photo credit: Migyoung Won



CORN CHOWDER A LA CANDICE

By Candice Coulson, Kitchen Staff

Warm and filling, this soup is lovely for winter's cold days.

Makes 6-8 servings

INGREDIENTS:

- ▶ 1 stick Butter
- ▶ 1 large Onion
- ▶ ½ cup Flour
- ▶ 3 cloves Garlic
- ▶ 5 cups Water, or Vegetable Broth
- ▶ 2 bags Frozen Corn
- ▶ 1 lb. Yukon Gold Potatoes, cut into little cubes
- ▶ ½ tsp. Dried Thyme
- ▶ ½ tsp. Paprika (smoked or regular)
- ▶ Dash of Honey
- ▶ Salt & Black Pepper, to your taste
- ▶ Optional Toppings:
 - ▶ Fresh Chives, or Green Onions, chopped
 - ▶ Bacon, cooked and chopped into bits

DIRECTIONS:

1. In a big ol' pot, get your butter melting over medium heat. When it is hot, toss in your onions, and let cook until translucent. ~5 minutes
2. Add garlic and flour, let cook for about 1 minute, **STIRRING OFTEN** with a whisk or spoon.
3. While whisking, pour in water or broth, and increase heat to **MED-HIGH**. Add in corn, potatoes, thyme, paprika, salt and pepper. Stir and bring to a low boil, then reduce heat to **MED-LOW**.
4. Simmer, stirring ever so often, for 15-20 minutes or until potatoes are fork tender.
5. Use an immersion blender to blend about half of the soup until smooth. Alternatively, remove about 3 cups of the soup into a blender and blend until smooth. Stir the blended soup back into the pot. If you do not have a blender, simply stir the soup and try to break up some of the potatoes. This soup is good when 'chunky', too ;)
6. Add in butter, honey, and about half of the green onions/chives. Stir in and heat through.
7. Serve sprinkled with remaining chives/green onions and top with bacon bits, if desired.



Photo credit: Migyoung Won



ALTERNATIVES TO POLICE

By Karissa Moden, Systemic Change Director and Advisor

Here at Sisters of the Road we live and breathe the fact that over half of the arrests made in 2017 by the Portland Police Bureau (PPB) were of people who were without housing; while this same community represents less than 3% of the general population. We know the laws and policies in place infringe on people's ability to survive on the street, and keep our friends in the cycle of criminality. We also know that too often, well-meaning citizens don't know an alternative to calling the police when trying to help someone they don't know in crisis. Faced daily with the impacts of this deep misunderstanding, we find ourselves compelled to not be silent.

The PPB has demonstrated a record of excessive force against those in crisis. 2018 marked a year

with the most police shootings since 2010; and not even two months into the new year two individuals have lost their lives to police violence. We can't ignore the evidence that badged, armed, and uniformed policing is not working. So, we at Sisters urge our community to make the time to understand the power dynamics at play in our city. 2019 marks Sisters 40th year of seeking nonviolent solutions to end systemic poverty and homelessness—and we believe that the current strategy being set out by the PPB of "community-policing" is not a nonviolent solution.

Despite its name, community policing is not a community-based solution. We do not need more policing, or differently trained law enforcement; we

need innovative neighborhood-based solutions. We need compassion, we need active community engagement, and we as a community need to understand that change is only possible once we open ourselves to build authentic relationships with our neighbors.

Most recently, Andre Gladen had the police called on him for sleeping on another person’s porch, and for “appearing homeless.” The people who called had attempted to give money and water and realized he was confused and scared. They called the police for help, and Andre left with two bullet holes in his lungs. No one wanted this—yet many of us were not surprised, for we live in a city where police perpetuate violence because they are rarely held accountable.

The system let Andre down every step of the way, from leaving the hospital on the brink of a mental health crisis and with nowhere to go, from the renter and his landlord feeling they had no one else to call other than law enforcement, to a Portland Police officer shooting and killing Andre, an outcome likely rooted in fear and defense based training. This escalation of events did not occur in a vacuum, yet is the result of compounded social stigmas. Moreover, these events occur so frequently because of our continued lack of action to build alternatives, or listening to the ones being proposed.

Here at Sisters, we believe alternatives grounded in love, understanding, and compassion for our community can be life-saving. We work towards a world where police are not who our neighbors call when there is concern about a person’s wellbeing. We believe that Andre could be alive today if there was not a police officer there. The police are a tool that has been over-utilized based on the fear of Black men, and those who appear homeless, or are in crisis. We believe this fear is rooted in the lack of relationships between neighbors.

When will we realize law enforcement has no place in first responding? When and how can Portlanders, as neighbors, reach and serve each other and eliminate the need for fear-based calls to the police

and avoid the type of violence that led to Andre losing his life on January 6?

We at Sisters ask—when will dignity and humanity be at the center of our policies and decisions? You may ask—what is the alternative, how do we solve this?

We urge our supporters to know that there are alternatives being built. Criminalization of the poor and unhoused occurs most often in the name of business vitality. Therefore, one solution is to prioritize community voices over businesses’ when neighborhoods are being gentrified. In step with

this idea is the Compassionate Change District proposal: a neighborhood-based, people-first solution that is a model for organizers to bring to their

own neighborhoods. This proposal was nourished by the work of organizers that have been seeking a Homeless Bill of Rights, and was developed through months of conversations, research and outreach.

A Compassionate Change District seeks peer-run infrastructure, such as increased access to hygiene and safer areas for people to sleep. It also demands representation from folks who sleep outside in the neighborhood and renters, versus mainly property owners and businesses. These shifts in power are based on the need for deeper neighborhood relationships and understanding, and we believe can lead to meaningful impacts down the line and halt the violence from badged security we see today.

As more of these alternatives fight their way to the surface, we must be willing to take the risk for a more just and loving world. We each have a responsibility to make the changes necessary within ourselves to build something better together, and only then, will everyone have the same right to safety and autonomy.

For more information on the Compassionate Change District and how you can get involved, please visit their website: ccdpx.org

We can’t ignore the evidence that badged, armed, and uniformed policing is not working.



Photo provided by OPH



SISTERS PARTNERS WITH OREGON PUBLIC HOUSE

By Crystal Davis, Development Director

Oregon Public House (OPH) exists “to eat in community, drink to a new way of giving back, and give to those changing the world.” OPH is the world’s very first not-for-profit pub! Since May 2013, OPH has raised more than \$190,771 to support organizations doing good work across Portland. Between February 1st - July 14th, Sisters of the Road will be on tap as a GIVE Menu partner!

When you visit Oregon Public House, you can choose which GIVE Menu partner you would like to receive your donation. We are honored to be participating alongside Community Alliance of Tenants, Portland Meet Portland, Shadow Project, Wild Diversity, and Write Around Portland!

Each month, improv comedian Nick Condon benefits local organizations by producing

Conscious Comedy in partnership with the Oregon Public House. February was our second opportunity to work with Nick and we are so grateful for their support and for the relationships they have helped us foster. Thanks to all who came together February 20 for a successful and hilarious evening!

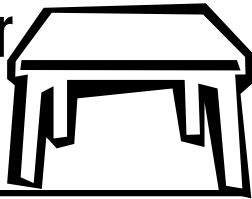
You can support Sisters by stopping by Oregon Public House for a bite and casting a vote for us with your transaction, renting OPH’s Village Ballroom and offering your votes to Sisters, and by helping us spread the word!

Visit The Oregon Public House:
700 NE Dekum Street, Portland
oregonpublichouse.com

THANK YOU FOR JOINING US!

DURING OUR TOGETHER AT THE TABLE CAMPAIGN FROM NOVEMBER 1ST-DECEMBER 31ST, WE RAISED \$465,438.91!!!

**Together
at the
Table**



WILLAMETTE WEEK'S

give
GUIDE

Thank you so much to everyone who contributed during Together at the Table!

We rely on your support in order to continue this work of serving nourishing meals, offering radical hospitality to everyone who comes

through our doors, and organizing to end poverty and homelessness forever.

We came close to our goal of \$500,000. If you did not have an opportunity to give during Together at the Table, we hope you will consider a gift to help us start off our 40th year on solid footing. You support Sisters every time you donate, visit, volunteer, gift a meal coupon, or share a story about your connection to Sisters. Thank you for all you do to keep this community strong!

Special thanks to the Willamette Week Give Guide, Reiki Says Relax, Triumph Coffee, and the generosity of the Rose E. Tucker Charitable Trust!



HELP US GO PAPERLESS!

SIGN UP TODAY TO RECEIVE OUR MAILINGS VIA EMAIL!

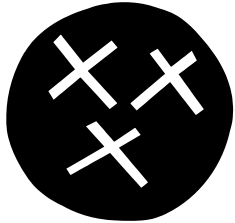
- ▶ Quarterly Newsletters
- ▶ Occasional Announcements and Events
- ▶ Annual Report
- ▶ Annual Tax Letter
- ▶ Fundraising Campaigns

To sign up, email us at:

info@sistersoftheroad.org

and let us know which of these mailings you would prefer in your inbox!

ARE YOU OUR NEXT BOARD MEMBER?



WE'RE SEEKING PROSPECTIVE BOARD MEMBERS WHO:

- ▶ Have experience with houselessness or poverty
- ▶ Have a strong relationship to the Sisters community
- ▶ Are very committed to Sisters' philosophies of nonviolence, dining with dignity, gentle personalism, and to the work of racial justice and anti-oppression
- ▶ Are skilled in the areas of finance, insurance, donor relations and development, marketing/public relations, organizational planning and development, or law.

Join us for an evening of appetizers and an information session where you can learn about Sisters board service and consider whether it may be a good fit for you or for someone you know!

BOARD INFORMATION EVENT
MARCH 25, 6-8 PM
SISTERS OF THE ROAD CAFE
133 SW 6TH AVE.

About Sisters' Board

We're a dedicated group of volunteers, working alongside our staff and community to deliver Sisters' mission to alleviate the hunger of isolation and reach the root causes of poverty and homelessness to end them forever. We're committed to creating a larger board that better reflects our diverse community.



WHY I LOVE SERVING ON THE BOARD OF DIRECTORS AT SISTERS OF THE ROAD

By Kacy McKinney, Board Secretary






I've been serving on the Board of Directors at Sisters of the Road for just over a year, and each time I arrive in the space of the Cafe the ground feels more stable under my feet. At Sisters, I feel welcome, accepted, and valued. Through each conversation and task, I am learning about my community, and I am growing as a person. I am also learning about how non-profit organizations function and I am helping to support the longevity of this important—and nearly 40-year old—organization! The skills I am learning and practicing

are already coming in handy in other parts of my life. As a relatively new resident of Portland, I am building relationships and friendships with people – staff, community members, other board members, funders, volunteers – that make me feel at home here. On the board, we work together, we hold close the values, philosophies, and the mission of this organization, and we constantly look for ways to invite ourselves and one another to reflect and grow. I am proud to be a part of this organization and I love serving as secretary of the board!



SISTERS EVENTS—WINTER 2019

CAFE EVENTS:

-  Every **First Thursday**: 2:00-6:00PM- Paint a bowl to benefit Sisters at Artistic Portland
 -  Every **First Friday**: Women's Care Day in the Cafe
 -  Every **Third Wednesday**: 6:00-7:30PM—Food for Thought
 -  Every **Third Thursday**: 6:00-8:00PM—Sisters Orientation
-  **March 25th**: 6-8pm - Sisters Board Information Event (see opposite page)



EXCITING DEVELOPMENTS FOR DINING WITH DIGNITY 2019!

This year we are changing things up.

Instead of one month packed full of dates and restaurants to choose from to help support Sisters, we are instead partnering with one or two restaurants a month all year long. This way we provide folks with an opportunity to participate many times throughout the year, as well as build more meaningful partnerships with our supporting restaurants.

We are excited to announce our February and March partners, **Addy's Sandwiches** and **Jam on Hawthorne** who have both been long time supporters of our beloved community.

PLEASE JOIN US!



MONDAY, FEBRUARY 25TH:

Addy's Sandwiches will be donating 10% of their proceeds all day long.



THURSDAY, MARCH 14TH:

Jam on Hawthorne will be donating 20% of their proceeds all day long.



**Gotta move left,
They've been sweeping all night,
And they're almost here.
I'm tired of being swept,
And it's never been right;
Twenty times this year.**

GOTTA MOVE LEFT

By Damian X

**Gotta move left,
We've been labeled as blight,
And the sweepers are here.
Gotta move left,
Need to lessen this plight,
Try to salvage some gear.**

**"They took all my cans, that was money."
"They took my last tarp, that was home."
Some of them said, "This is funny."
"All I want to do is go home."**

**Gotta move left,
They've elected the right,
And my tent is gone.
Gotta move left,
They've been sweeping all night,
Early light brings dawn.**


**Gotta move left,
We've been labeled as blight,
And the cops are here.
I'd love to move left,
But their lines are tight,
And the end isn't near.**


**Stuck between a cop and a hard place.
Stuck between a cop and a wall.
Stuck between the cops and their canned mace.
Stuck until we stumble and fall.
Gotta move left.**




MORE WAYS TO SUPPORT SISTERS

 **Ensure the sustainability of Sisters through Planned Giving.** Please contact Danielle to learn more, at (503) 222-5694, ext.115 or danielle@sistersoftheroad.org Our legal name is Sisters of the Road, and our tax ID number is 93-0748169.

 **Turn your care into action!** You can dedicate monthly donations from your checking account or credit card and your gift keeps working each month to support an organization you believe in. Please contact Amy at 503-222-5694 ext.112 to sign up and join.

 **Your donations of shares of stock are always valued!** Betsy would love to talk to you about your donation of stock! You can reach her at (503) 222-5694 ext. 111 or betsy@sistersoftheroad.org.

 **Buy Meal Coupons!** Good for one meal and a drink, \$2 Blue Meal Coupons can be purchased at the following locations:

- ▶ Alberta Food Co-op, 1500 NE Alberta St.
- ▶ Food Front Co-op 2375 NW Thurman St.
- ▶ New Seasons Arbor Lodge 6400 N. Interstate Ave.
- ▶ People's Food Co-op 3029 SE 21st Ave.
- ▶ The 2019 Chinook Book
- ▶ Village Merchants 3360 SE Division St.
- ▶ At Sisters' office 618 NW Davis (503-222-5694)
- ▶ Online at sistersoftheroad.org
- ▶ By mail using the enclosed envelope

**SISTERS
OF THE
ROAD**



133 NW Sixth Ave
Portland, OR 97209

Nonprofit Org.
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DONATE TO SISTERS

THANK YOU, CRYSTAL!



For sharing your magic with all of us at Sisters for four years. May your next adventures bring you joy and ease. We hope to share a laugh with you soon.

sistersoftheroad.org  

DONATE TO SISTERS