Zen Caregiving Project

Annual Report

2025

Mindfulness-based support for caregivers, volunteers, and the people they care for.

Opening Letter

Dear Community Members,

Reflecting on 2025, we are deeply grateful to our supporters, whose generosity allows us to fulfill our mission and create meaningful impact where it is needed most. The past year was defined by organizational growth, key staff transitions, and the deepening of vital community partnerships. For nearly 40 years, Zen Caregiving Project has thrived by remaining agile and evolving to meet the changing needs of our local and broader communities. Driven by a small yet dedicated group of staff, volunteers, contractors, and board members, we continue to deliver significant results.

In 2025, we broadened our reach beyond our core volunteer programming to support hospice volunteers at partner organizations through our mindfulness-based care curriculum. We established new training partnerships with organizations such as Sutter Care at Home Hospice in San Francisco and East Mountain House in Lakeville, CT. We also deepened our collaboration with a Zen-inspired senior living community in Healdsburg, CA, training both staff and residents to facilitate our programs. In San Francisco's Tenderloin neighborhood, our partnership with the Curry Senior Center continued to flourish, and we were deeply honored to receive their Joseph Mignola Award. Furthermore, we presented our care approach to healthcare providers at the annual California Assisted Living Association conference.

To better serve busy caregivers, we launched a redesigned website on a fully integrated hosting platform. This milestone expands access to our resources and offers more flexible ways to engage with our educational offerings.

We closed the year with a highly successful year-end fundraising campaign, energized by a refreshed strategy focused on grant acquisition and donor cultivation under new fundraising leadership.

It is a privilege to serve caregivers and those receiving care across our communities. Looking ahead to 2026, we remain committed to strengthening our core expertise: equipping caregivers with essential tools to foster emotional resilience. With donor support, we can build systems and networks needed to more effectively reach caregivers and care recipients who can benefit from our approach. Thank you for your continued partnership in this vital work.

Kind regards,





Roy Remer,
Executive Director

Chris Panos,
Board President

Our Mission

We nurture caregivers and those they care for by teaching skills rooted in mindfulness and compassion while fostering connections.

Our Vision

A world in which every person is well cared for and valued.

Our Values

Caregiving is essentially human, yet too many caregivers navigate it alone. Zen Caregiving Project helps people build the skills, resilience, and support they need to care for others without losing themselves.

Compassion

We are committed to witnessing and meeting suffering with an open heart.

Mindfulness

We practice being with things as they are, without judgement.

Service

We believe that serving others is a meeting of equals and is mutually beneficial.

Connection

We welcome all persons to heal through deep connection and community, based on shared humanity.

Spirituality

We are rooted in the Zen Buddhist tradition, teaching that all beings are united by their dependence on one another.

Universality of Loss

We recognize and accept that the experience of loss is universal and unites us in shared vulnerability.

Zen Caregiving Project Community

Caregiving is one of the most universal human experiences, yet too many caregivers navigate it alone. Zen Caregiving Project helps people build the skills, resilience, and support they need to care for others without losing themselves.

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Samuel Kanewisher
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Why Caregivers Need Support

Why ZCP's work matters

- *Family caregivers are under increasing emotional, physical, and financial strain.*
- *Professional caregivers also need tools to manage stress, grief, and burnout.*
- *Patients, elders, and people at the end of life benefit when caregivers are supported.*
- *Mindfulness-based caregiving gives people practical ways to remain grounded, communicate with care, and respond to stress, grief, and uncertainty.*

Support Circles Testimonial

"The Caregiver circle is an inviting space where I know I am heard, seen, and valued. The support circle is important to me because it reminds me to prioritize my own care, that I am not alone with how I feel and that being compassionate includes the self. After attending the support circle I often feel strengthened and understood. The caregiver circle is an excellent place to come as you are and be reminded of your shared humanity."

–Anita A.



Caregivers Need Care, Too

2025 At A Glance

Number of volunteers
38 volunteers in 2025

Number of volunteer hours
Approx. 9,800 volunteer hours in 2025

Demographics of residents living on South Three Laguna Honda Hospital

102 Residents & 230 Family Members
served at Laguna Honda Hospital

Races

30% White

25% Black or African American

20% LatinX

20% Asian

3.7% Other

0.7% Native Hawaiian/Pacific Islander

0.6% Native American

Gender

40.1% Female

59.7% Male

Primary Language

74% English

11% Spanish

8% Cantonese

1% or < Russian, Toishanese, Vietnamese, Tagalog, Mandarin, Korean, and other languages

Age

16%
>84

44%
65-84

32%
45-64

7%
26-44

0.3% 25 or <

Top Resident Diagnoses

Major neurocognitive disorder
Cerebral vascular accident
Dementia
Dementia with behavioral disturbance
Paraplegia
Debility
Traumatic brain injury

Income Level

95% to **96.5%**

of residents qualify as low income/indigent under Medi-Cal Managed Care and Medi-Cal Fee-for-Services programs.



Zen Caregiving Project volunteers delivered over 675 hours of service during the year at The Cadillac Hotel

Demographics of residents living at The Cadillac Hotel

100% of residents had previously experienced homelessness

76%
of the residents were white

17%
were African American

6%
were Asian, American Indian, and mixed races

60%
were Hispanic

40%
were non-Hispanic

75%
had mental health issues

47%
experienced chronic health problems

62%
had drug or alcohol addiction, or both.



Program Impact: Volunteer Caregiving

Sarah Barnard, Volunteer Caregiver

When people sign up to volunteer, they often ask, *"What do I have to offer?"* What surprised me is how much I received, right from my first conversation with Joe Voss, the Volunteer Coordinator.

The volunteer training is 40 hours of intensive exploration that draws you into a deeper awareness of mortality. Not abstract mortality, or only the mortality of residents on South Three, but your own: *the edges of your relationship to your body, your personal relationships, your sense of purpose.* In the presence of deep wisdom and support, the training invites you to sit with what most of us spend our lives avoiding. We often turn away from places like Laguna Honda, not yet realizing that we, too, will want to be seen for more than a dying body, more than what travels on a medical chart, for the person we still are beneath everything we've lost. Over the course of the training, the volunteer community's awareness of mortality grows, as does our hope and joyful connection to life. The training is filled with these kinds of paradoxical experiences.

That depth of training prepared me to arrive at each shift already greeted by my own stories, doubts, and worries and able to hold them tenderly before crossing the threshold to ask if a resident wanted a visitor. It taught me to let each visit be guided by curiosity, wonder, and reverence rather than fear. And to know that every shift would be bookended by a place to slow down for both internal reflection and honest connection with fellow volunteers. That container has been essential as I carry the training onto the unit.

Program Impact: Mindful Caregiving Education

ZCP equips caregivers with practical tools

Education Advisory Panel

In 2025 we brought together nine thought leaders in caregiving to form our first ever Education Advisory Panel. This panel meets to advise on curriculum, promotional messaging, and outreach strategies related to Zen Caregiving Project's Mindful Caregiving Education program. By combining their collective wisdom and networks, the panel enhances and expands our organizational reach.

Courses, workshops, and trainings offered in 2025

MCE course sessions **44**	Workshops **11**	Education Presentations: **5**
Trainings **4**	Caregiver meditation sessions **52**	Caregiver Support Circles: **43**

Skills participants gained:

- Grounding
- Emotional Resilience
- Mindful Communication
- Grief Awareness
- Self-compassion

How education extends ZCP's impact beyond one-on-one care

"Since taking the Zen CAREgiving course, I have become more committed than ever before to going deeper in my mindfulness practice. In addition to prioritizing taking more time to meditate at the beginning and end of each day, I am noticing that when I begin to feel anxious and overwhelmed by all of the responsibilities of providing care for my client, her pets and her home, that I am able to calm myself by taking a moment to stop, follow my breath, and consciously notice physical sensations in my body. I love how this minimizes stress and brings me back to the present moment, so I can be more at ease and tuned in to the needs of my client."

Nancy Ray, 2025 MCE course participant

Partnership Highlights

ZCP's work is collaborative

Partnerships help ZCP bring mindful caregiving into settings where caregivers and the people they support already live, work, and receive care.



Donor Impact

Connect giving directly to impact

Donor support enabled ZCP to:

- Train and support volunteers
- Offer caregiver education
- Sustain community-based care programs
- Invest in outreach, partnerships, and program growth
- Keep compassionate care accessible



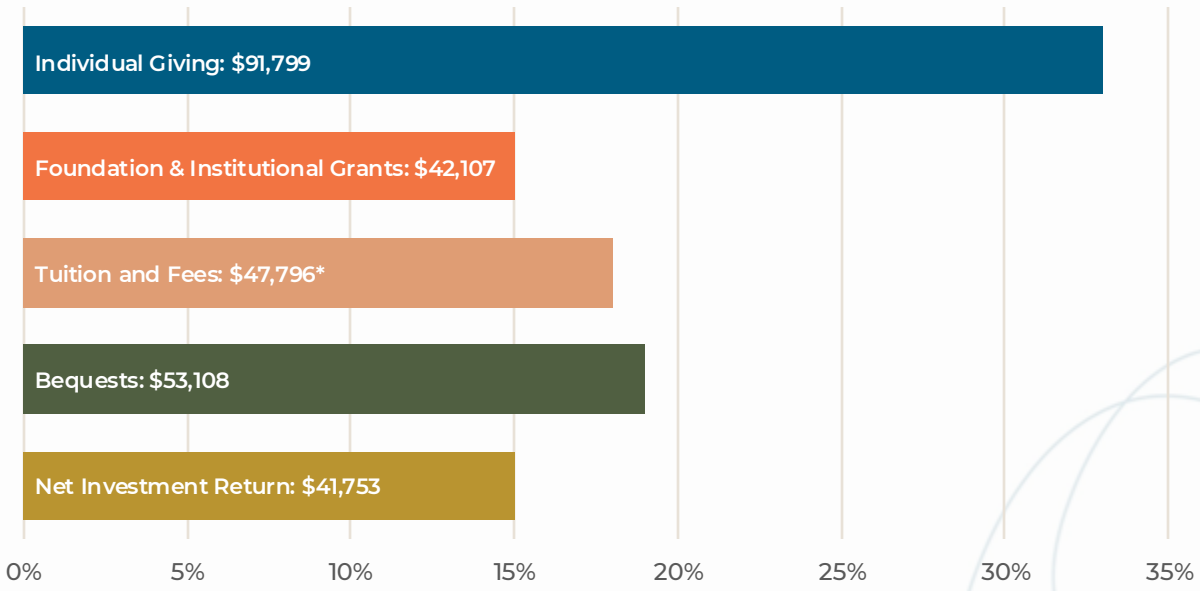
How Your Support Was Invested

ZCP's work depends on compassionate volunteers, skilled staff, trusted partnerships, responsible fundraising, sound governance, and effective systems. These investments help ensure that caregivers receive meaningful support, patients experience much-needed human connection, and our programs remain sustainable over time.

Total revenue and investment gains
$276,563

Total expense:
$749,560

Sources of Support
$276,563



- Individual Giving **33%**
- Foundation & Institutional Grants **15%**
- Tuition and Fees **18%**
- Bequests **19%**
- Net Investment Return **15%**

*The 18% for Tuition and Fees is a rounding adjustment.

Support in Action

Volunteer Caregiving & Community-Based Care Programs 17%

(Direct support for compassionate presence at Laguna Honda and Cadillac Hotel)

Mindful Caregiving Education 54%

(Courses, workshops, curriculum, facilitation, and training that help caregivers build steadiness, resilience, and practical caregiving skills

Governance, Accountability, & Sustainability 19%

(Financial oversight, compliance, board support, insurance, technology, planning, data systems, and administrative leadership that help ZCP steward resources responsibly.)

Outreach & Community Engagement 5%

Connecting caregivers and community members with ZCP's programs through communications, digital outreach, and community engagement. Helping more people discover and access compassionate support.

Fundraising & Donor Stewardship 5%

For every $1 ZCP invested in fundraising and donor stewardship, we raised approximately $5.49 in philanthropic support to sustain compassionate care, caregiver education, and community-based programs.



Donations:
$91,799

Foundation and Corporate Grants:
$42,107

Bequests:
$53,108

Total philanthropic support:
$187,014

Fundraising expense:
$34,047

Fundraising multiplier:
$5.49



The Support Behind the Care

Volunteer training, supervision, partnerships, outreach, and learning are woven throughout ZCP's program and operating expenses. These investments help volunteer, family, and professional caregivers show up with skill and consistency, strengthen partnerships, and ensure programs can improve and adapt over time.

Looking Ahead to 2026

As the need for caregiver support continues to grow, ZCP is committed to strengthening the contributed revenue that makes this work possible. In 2026, we will focus on deepening donor relationships, expanding foundation partnerships, growing monthly and individual giving, and sharing a clearer story of ZCP's impact. These efforts will help ensure that our programs remain accessible, responsive, and sustainable, so that caregivers, patients, and community members continue to receive the support and human connection they need.

- Reshaping caregiver education to improve access and focus on partnership-based delivery
- Deepening referral partnerships with healthcare, aging-services, and community organizations
- Strengthening volunteer recruitment, training, supervision, retention, and support
- Building sustainable contributed revenue
- Developing and evaluating an in-home volunteer caregiving pilot informed by healthcare referrals

In 2026, Zen Caregiving Project will continue helping caregivers find steadiness, connection, and compassion in the moments that matter most.



Zen Caregiving Project

For any further information, please contact tina@zencaregiving.org, or visit our website at www.zencaregiving.org.

ZenCaregivingProject

@zencaregiving

Zen Caregiving Project

Thank you for helping us bring compassionate care to caregivers, patients, and communities.