









# Annual Report

**Women Building Better Communities** 



# **Letter from the President**

very day, the Junior League of Chicago makes a difference to someone in metropolitan Chicago. Through the tireless, unselfish and resourceful work of our members, we help a woman fight substance abuse, talk to a legislator about a critical social policy, or enable a teen mom go to college. Every day, we are women building better communities.

Not only do we make a difference today; we are training the civic leaders of tomorrow. Becoming a trained volunteer is one of the things that makes our organization unique among volunteer opportunities in the Chicago area.

The JLC is special because of our extraordinary members. We are a member-run, volunteer-driven organization. JLC volunteers raise every dollar we spend, design and implement every project we run, write every paper that advocates for change, make every difficult budgeting decision, develop every web page, write every press release, and recruit, welcome, and train every new member. And we do it all with grace, compassion, and endless energy.

Like many non-profits, we have faced significant challenges this year, to which we are responding with proactive plans for change. On the financial front, this past year was difficult. Our special-event fundraising efforts, though profitable, fell short of our projected goals. While it may be comforting to note that many other nonprofits face similar problems in a very competitive and pressured environment, this shortfall was a major reason for our operating deficit. To address our financial needs, we created a new three-year fundraising plan, developed by a dedicated group of active and sustaining members. This plan expands our fundraising focus through several key recommendations and action steps and serves as an important management tool in strengthening our financial stability.

Membership retention continues to be an issue for us, as it is for Junior Leagues around the country. As a result, dues revenue fell short of budget and accounted for the other portion of our operating deficit. We have re-invigorated our collection efforts and membership retention endeavors to address these issues in future years. In addition, we instituted new fiscal procedures to provide tighter controls around the accounting of our dues revenue.

On the positive side of the ledger—and it is a long column—there is much good news to report. Our hard-working and dedicated management committee continued its excellent record of carefully managing costs while providing outstanding service to the community and quality training to our members.

We made significant investments in our headquarters facility, resulting in much-needed repairs and much-welcomed beautification. We also made a significant investment in a state-of-the-art, integrated computer system, which will be an invaluable tool for managing our financial and fundraising recordkeeping and reporting activities. Throughout the year, the decisions to make these investments resulted in many long and sometimes difficult board meetings. I want to thank the wonderfully assiduous board of directors for their thoughtful risk-taking and their strong commitment to the League's future.

In the community, we are proud that our Signature Project, Next



Step for Teen Moms, successfully completed its five-year establishment plan and is now being run by the Chicago Child Care Society, in partnership with the JLC and the University of Chicago School of Social Services Administration. The JLC will continue to take a strong role in the refinement and development of this pioneering mentoring program.

There were many other notable accomplishments throughout the year.

- We researched the outcomes of our community projects, providing the JLC and its partners with quantitative evidence of our reach and effectiveness.
- · Our advocacy efforts continued to improve the quality and accessibility of childcare and early education.
- We hosted more than 900 delegates from 294 Junior Leagues spanning four countries at the 2004 Annual Meeting of the Association of Junior Leagues International.
- Project CON:CERN won the first "JL" Award for Community Impact from the Association of Junior Leagues International.

We have many people to thank for our continued success: our members, JLC leaders, our Advisory Council, our community agency partners, our many sponsors, and our staff. We are grateful for your countless hours, guidance, generosity and expertise.

The Junior League of Chicago has been a powerful catalyst for change for 91 years. We are a unique volunteer organization and we welcome all women interested in making a positive impact in their communities.

Maney Snyder

Nancy N. Snyder

President, 2002-2004

# Hands-on Work in the Community

embers of the Junior League of Chicago are truly Women Building Better Communities, for community projects are at the core of the JLC. We are focused on positively affecting the metropolitan Chicago area through our 19 community projects, our 14 Done-in-a-Day projects and 8 Associate Member training projects. Through these projects this year, we teamed with more than 30 agencies to empower at-risk families, especially women and girls, through mentoring, advocacy, and education.

For example, we mentored teen girls, helping them improve their self-esteem. Through advocacy, we were catalysts for change, working to enhance the programs of the agencies we support and improve the lives of their constituents. We worked with children to encourage a love of reading – an outlet for them to expand their minds.

According to the Independent Sector, a volunteer's time is worth \$17.19 per hour. With our members devoting more than 200,000 hours to volunteer work in the JLC and in the community each year, we are essentially contributing more than \$3.4 million per year to the community, over and above the \$340,168 of monetary support that we provided to the community.



Above: Eckhart Park Library

Right: Stanton Park Field House

**Done-in-a-Day Projects** 



#### The Junior League of Chicago's work in the community includes:

The Julior League of Cincago				
Mentoring				
Working with those families in need, including women and teenagers, who can benefit from mentoring and role models				
Project Name	Agency Served			
C.A.R.E. (Creative Avenues Raise Esteem)	Maryville Children's Reception Center and the Maryville Teen Parenting Center			
Project CON:CERN (Community Outreach Network: Consulting and Educational Resources for Non- Profits)	Chicago Women's Health Center, Neighborhood Restorative Justice Institute, Lincoln Park Community Shelter			
Childlife Assistants	Rehabilitation Institute of Chicago			
Next Step for Teen Moms	JLC Signature Project with the University of Chicago			
Teen Girls Exodus Program	Chicago Youth Programs, Inc.			
Focus on the Child	LeClaire-Hearst Family Resource Center			

Encouraging an Appreciation of the Arts				
Inspiring women and children to enjoy the arts				
Project Name	Agency Served			
Connecting Kids to the Arts	Kohl's Children's Museum			
Music Theatre Workshop	Cook County Juvenile Detention Center			
Mad Hatters Children's Theatre Project	Chicago Public Libraries			

Enhancing Education			
Tutoring and reading to ch	Tutoring and reading to children through various projects		
Project Name	Agency Served		
Eckhart Park Library Partnership	Chicago Public Library, Eckhart Park Branch		
Junior Great Books	Evanston Public Library and La Grange Public Library		
Learning to Fly	Home of the Sparrow, Inc.		

	Improving Job and Life Skills			
	Assisting at-risk women, some with substance abuse problems, and the homeless in building and enhancing job and life skills			
Project Name		Agency Served		
	Family 2000	Kohl's Children's Museum		
	HEARTH (Helping, Educating and Reaching out to the Homeless)	Housing Opportunities for Women		
	Journey to Independent Living	The Chicago Christian Industrial League		
	Sarah's Inn	Sarah's Inn		
Woman-to-Woman Treatment Center   The Women's Treatment		The Women's Treatment Center		
	Woman-to-Woman/Maternal Addiction	Haymarket House		
	Woman-to-Woman/North Suburban	Women's Residential Services, Lake County Health Dept.		

# JLC volunteers also serve the community through Done-in-a-Day (DIAD) projects which mobilize support and have an immediate impact in just one day. American Cancer Society • Bear Necessities Pediatric Cancer Foundation • Bottomless Closet • Deborah's Place Day Shelter • LeClaire-Hearst Family Resource Center • Lincoln Belmont Food Pantry • Music Theater Workshop • New Mom's Thrift Shop • Omni Youth Services • Rock for the Kids • Sarah's Circle • The Glass Slipper Project • The Linus Foundation • Y-Me National Breast Cancer Organization

2003-2004 annual report 3

# **Advocacy on Behalf of Women & Children**

LC members worked diligently advocating on behalf of women, children and the community at large. Members continued to support important initiatives such as:

- Welfare-to-work program
- Early Childhood Education
- Childcare Assistance Programs (in conjunction with Action for Children)
- 2004 Springfield Lobby Day

In the fall, the JLC's Legislative Action Committee hosted a "Meet the Candidates Reception." JLC members and the community enjoyed the opportunity to meet candidates for elected office at the local, state and federal levels before the November elections. The LAC also provided information to members on how to register to vote and how to find their polling place.

In the spring, our Legislative Action Committee members attended the Action for Children of Illinois' Conference and Lobby Day in Springfield. The two-day conference included lobbying at the State Capital urging legislators to support the proposed budget increases for childcare funding, additional funding for Great Start, and legislation to strengthen the child product protection laws. The conference also included educational



Kelly Conmey (LAC) and Margaret Lawlis (LAC) with State Senator Barack Obama at Lobby Day in Springfield.

strengthen the child product protection laws. The conference also included educational workshops, seminars, and a reception with legislators.

# **Continual Training and Education**



The revitalized JLC training room where such courses as "Mentoring Teen Moms" and "How to Chart Your JLC Future" take place.

key element of the JLC is training volunteers for successful and meaningful community service. Our members receive training and education as new members, called Associates, and as Active members through our continuing education program, Junior League of Chicago University (JLCU). The process of training continues throughout a member's career, with courses on topics such as "Mentoring Teen Moms" and "How to Chart Your JLC Future".

This year, 182 JLC Associates completed their courses through their year-long preparation and were promoted to Active status. Rae Stapleton was JLC Associate of the Year and she is now participating on the Associate Committee as a Project Chair for the Y-Me Candlelight Vigil. As with every year, the Associates joined with energy and commitment to the projects they developed and staffed including: Cabrini Connections Kids Connections, Done-in-a-Day, Girl Scouts, Mad Hatters, Next Step for Teen Moms, Off the Street Club, Stanton Park Field House, and Y-Me Candlelight Vigil.

JLC devoted \$144,806 to member training and education, which was covered through membership dues.

# **Fundraising and Development**

unior League of Chicago members raised \$437,580 through the Annual Fund, special events, corporate sponsorships, cookbook sales, and generous matching gifts. The net funds directly supported our current and long-term community projects. Our Annual Fund had its best year ever, reaching its goal of \$65,000. This represents more than an 18% increase over the previous year. It is now our largest fundraiser, and one that we believe can grow substantially in the future.

To support our 19 Community projects, JLC development plans include a continued focus on Annual Fund and Corporate Relations. These initiatives, along with the Annual Fund and magnificent fundraisers such as Windy City Nights, Summer Soiree, and Gazebo, support the JLC's hands-on work with our many community agency partners.



Cynthia Altcantara and Carrie Scallen at this year's Summer Soiree "A Night at the Greek Isles."

# **Financial Statements**

The audited statements show an overall increase in net assets of \$85,688. Both our Community Project Development Fund (CPDF) and Headquarters Fund (HQF) ended the year with increases in excess of \$100,000. However, in the CPDF, \$130,968 of the increase is a temporary return of funds intended for the JLC signature project, Next Step for Teen Moms. These funds will not be retained by the JLC and will be paid to Next Step over the near future. The increase in the HQF was caused by a board-initiated transfer of \$100,000 of excess cash from operating reserves, in addition to contributions earmarked for the headquarters building. That increase allowed us to make needed and substantial improvements to our larg-

est physical asset, our headquarters facility.

The increases in those two funds are offset by a decrease in our operating account. Despite our careful cost controls, we had an operating deficit of \$54,550, due to new accounting policies, a shortfall in our budgeted fundraising activities and a write-off in dues collection. Additionally, we invested in a complete upgrade of our computer systems. Nonetheless, we are proud that we continue to provide sizeable financial support to our community projects and our training initiatives. We remain a strong organization, with more than \$1.23 million in cash, reserves and investments.

Condensed Statement of Financial May 31, 2004	Position
Assets	
Current Assets:	
Cash and cash equivalents	\$249,949
Accounts receivable, net	144,563
Inventories	3,139
Prepaid expenses and deferred charges	27,623
Total current assets	425,274
Investments	979,971
Property and equipment (net)	237,720
Total Assets	\$1,642,965
Liabilities and Net Assets	
Current Liabilities:	
Allocations to community programs	\$107,855
Accounts payable and accrued liabilities	54,518
Deferred dues income - members	221,144
Total Current Liabilities	\$383,517
Net Assets:	
Unrestricted:	
Board Designated:	
Operating Reserve	\$400,000
Community Project Development Fund	612,766
Headquarters Capital Fund	107,098
Undesignated	119,584
Permanently Restricted	20,000
Total Net Assets	\$1,259,448
Total Liabilities and Net Assets	\$1,642,965

Condensed Statement of Activities and Changes in Net Assets (Revenue, Expenses, and Fund Balances) Fiscal Year Ended May 31, 2004			
Revenue			
Dues	\$368,825		
Provisional course and other fees	14,675		
Special events	292,097		
Cookbook sales	58,975		
Contributions	85,082		
Refund of unused community program expense	130,968		
Interest and unrealized gains (losses)	50,749		
Other	1,426		
Total Revenue	\$1,002,797		
Expenses			
Program services	\$466,037		
Supporting services	375,325		
Dues to the Association of Junior Leagues International, Inc.	75,747		
Total Expenses	\$917,109		
Increase in Net Assets	\$85,688		
Net Assets, Beginning of Year	\$1,173,760		
Net Assets, End of Year	\$1,259,448		

Financial data were extracted from our financial statements, audited by Legacy Professionals LLP, which are available upon request from the Junior League of Chicago, Inc., 1447 North Astor Street, Chicago, Illinois 60610, phone: 312-664-4462, fax: 312-664-1963.

2003-2004 annual report 5

# 2003-2004 Leadership

#### **Board of Directors**

Officers

President Nancy Snyder

Executive Vice President Betsy Sproul

Recording Secretary Anna Musci

Treasurer Marianne Phalin

#### **Directors**

Advisory Council Liaison Director Tracy Whitehead

Diversification Director Laura Cassidy

Current Issues Directors Linda Beck Ruth Gallagher Caroline Huebner Michele Sparks Pamela Werner

Long Range Planning Director Kathy Gorom

SPAC A Director Lisa Shydlowski

#### Management Committee

Executive Vice President Betsy Sproul

Recording Secretary Anna Musci

Budget Vice President Stephanie Farvolden

Community Co-Vice Presidents Ellen Baker Julie Mann

Development Co-Vice Presidents Angie Holleb Anna Ludwig

Education/Training Co-Vice Presidents Alicia Morris Stephanie Spindler

Information Technology Vice President Nicole Sloan

Legislative Action Vice President Norma Weir

Long Range Planning Chair Elect Jennifer Martay

Marketing Co-Vice Presidents Andrea Brown Cathleen McCann

Membership Co-Vice Presidents Cynthia Curtis Michele Rosenbaum Nominating Chair Laura Anderson

Parliamentarian Jana Smith

Personnel Vice President Kymberly Marrinson

Sustainer Co-Vice Presidents Malia Beal Carol Novak

Treasurer-Elect Deborah Barr

#### **Advisory Council** Phyllis Barker

Daniel Bassill Raymond Hall Anne Ladky Nettie Leon Lasko Danielle Lazar Carol McCann Kathrvn McKee Phil Ravid Beth Reissenweber Libbet Richter Barbara Shaw Jerome Stermer Ruth Sweetser Robin Tryloff Cristina Ohr Brooke Wiseman

#### **Award Winners**

Associate of the Year Rae Stapleton

Founder's Award
Michelle Miller

**Outstanding Service Award** 

Elizabeth Vastine

**Outstanding Sustainer Service Award** 

Peggy Wood Bodine Tracy Whitehead

**Torch Award** 

Deborah Hagman-Shannon Kymberly Marrinson Regina Wootton

Starburst Award

Teresa Rudolph

Annual Report Team
Chairs: Amanda Bankes

Katie Boscher

**Members:** Sherry Abrahams

Kristine Meek

#### Our Mission

The Junior League of Chicago, Inc. is a metropolitan organization of women committed to promoting voluntarism, developing the potential of women, and improving the community through effective action and leadership of trained volunteers. The Junior League of Chicago, Inc. reaches out to women of all races, religions, and national origins who demonstrate an interest in and a commitment to voluntarism.

#### **Our Vision**

The Junior League of Chicago will be a preeminent and innovative organization of trained volunteers empowering diverse and dynamic women serving as catalysts to improve life in metropolitan Chicago through community partnerships.

#### **Our Values**

#### The Junior League of Chicago Values are:

**Commitment to the Community**—JLC is passionate about the causes we support. Our commitment includes advocacy, development, collaboration, and service.

**Respect for Individuals**—JLC members treat each other, those with whom we work, and those we serve, with respect and dignity.

**Welcoming**—JLC welcomes all women who wish to serve the community, embracing their ideas, differences, and contributions.

**Mentoring**—JLC members share their experiences and expertise with one another, and those we work with and serve.

**Thoughtful Risk-Taking**—JLC provides training and a safe environment for responsible and thoughtful risk-taking.

**Camaraderie**—JLC is an organization where members enjoy their experience, developing personally and professionally.

#### **Our Focus**

The Junior League of Chicago empowers at-risk families, especially women and girls, through mentoring, advocacy, and education.

#### Association of Junior Leagues International, Inc. (AJLI)

#### **AJLI Mission**

The Association of Junior Leagues International, Inc. is an organization of women, committed to promoting voluntarism, developing the potential of women, and improving communities through effective action and leadership of trained volunteers. Its purpose is exclusively educational and charitable.

#### AJLI Vision

Through the power of our association, Junior Leagues strengthen communities by embracing diverse perspectives, building partnerships and inspiring shared solutions.

#### **AJLI Reaching Out**

The Association of Junior Leagues International Inc. reaches out to woman of all races, religions and national origins who demonstrate an interest in and commitment to voluntarism.

### 2003-2004 Donors

The Junior League of Chicago would like to thank the individuals and the corporations who contributed to our 2003-2004 fundraising efforts.

#### Matching Contributions

Altria Avon Foundation Bank of America **BP** Foundation Bristol-Myers Squibb CNA Foundation General Re Corporation Household International J.P. Morgan Chase Foundation Johnson Controls Foundation Leo Burnett USA McDonald's Corporation Foundation Office Depot Pepsico Foundation Northern Trust Co. Charitable Trust W. W. Grainger, Inc. Yum! Brands Foundation

#### Other **Contributions**

A. M. Feldman Jewlers C. V. Martin Foundation International House New Century Mortgage Corporation River City Foundation State Street Foundation The Brickman Group The Canterbury Shoppe

**In-Kind Donors** 3 Com 4 Taste Appetizer A Perfect Event Absolut Abt Electronics ADCO Technology Solutions Adobo Grill AG Place Ahern, Bob Al Sahara Alice's Garden All Smiles Dental AM Feldman Amanda Sudimack Studio American Airlines American Club American Male Barbers Anne's Ink Arcadia Knitting Aria Invitations - Carlson Craft Art & Science Asa Beach Asrai Gardens ATA Auditorium Theater Aylesworth, Rae Babies & Beyond Barbara's Bookstore Barnard, Vicki **BBJ** Linens Ben & Jerry's Ice Cream Bendel, Brenda Beringer, Julie Biaggi's Bistrot Margot

Bloomingdales

Blue Plate Catering

Bob Chinn's Crabhouse

Bolingbrook Golf Club

Boney, Dawn Boulder Ridge County Club **Brooks Shoe Service** Brooks, Linda Brunner, Heidi Bumblebug Designs Burberry Burger King Burgess, Lyn Haley Butterfield 8 Bushma, Dawn Buzard, Elizabeth Nolan Café Luciano Café Matou Caliterra Calphalon Culinary Center Calypso Card & Party Warehouse Caring Hands Massage Therapy Carissima Carlucci's Carnival Foods Carol's Cookies Catering by Michael Cavanaugh, Jennifer Caldwell, Laura Cech, Brigid Celebrity Kids Champro Sports Charlie Trotter's Cheeca Lodge & Spa Chicago Architecture Foundation Chicago Blackhawks Chicago Botanical Garden Chicago Bulls Chicago Center for the Print Chicago Children's Museum Chicago Childrens Choir Chicago Chop House Chicago Cubs Chicago Home & Garden Chicago Martial Arts & Fitness Chicago Mercantile Exchange Chicago Place Chicago Rush Chicago Social Magazine Chicago Symphony Orchestra Chicago White Sox Chicago Blind Company Chicago Beauty.com Classic Kids Classic Optician Coach Concierge Preferred Continental Styles Cookie by Design Cooking.Com Cooper Tools Coqui Creations Cradles of Distinction Crate & Barrel Creative Memories Crest / Tanya DeSanto DDS Crossen, Anne & Dan Cru Café & Wine Bar Day Spa DC Design Dee's Restaurant Designs by Maida Devlin, Jennifer

Discovery Toys

Doodlebugs

Doblin, Amanda

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7 2003-2004 annual report

Kevin Moore

Kilborn, Justine D.

Kingston Mines

# 2003-2004 Donors

#### **Annual Fund Donors**

#### \$2000

Elizabeth Guenzel

#### \$1500

Linda Beck & Eric Estes Ann Bettendorf Freeman

#### \$1000

Gwen Allen Holly French Ruth Gallagher Mr. & Mrs. John P. Grube Sherry John Nancy Masterson Mary Martha Mooney Kristen Pettit Cindy Sargent Courtney Shea Kathryn Simpson Mary & Brad Smart

Nancy & Tim Snyder Michele Sparks

#### \$500

Deborah Barr Elizabeth Nolan Buzard Amy Dickinson Katherine Hickey Elizabeth & Mark Hurley Christine Jack Michelle Kerr Anna Musci Roberta Olshansky Shirley Ryan Mrs. John B. Snyder Betsy Sproul Tammy & Eric Steele Deena Schencker Walchirk Tracy Whitehead

\$250 - \$499 Dora Aalbregtse 2004 Associate Class Kim Beard Debra Beck Mary Boyer Ann Brinkman Courtney Cavatoni Alexandra Cooney Ann Dudley Mr. & Mrs. C. Luther Fors, II Kathy Gorom Raymond Hall Francia Harrington Angie Holleb Missy Jacobus Anne Kelly Kim Lee Kimberly Masius Mary Lou Matthews Megan McCleary Ann McDermott Michelle Miller Ann Nerad Elizabeth Parker Susan Patten Marianne Phalin

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#### \$101-\$249

Ellen Baker Paige Ben-Dashan Tracy Bauer Bodenmann Sarah Bornstein Janet Buckstein Lynd Corley Ann Dudley Erin Fauber Mrs. William Goodyear Charity Haines Bambi Huyler Jennifer John Mary Judd Justine Kilborn Barbara Kugler Jennifer Lamson Susan Leslie Marcie Love Ellen McCarthy Laura Metzger Mary Lee Montague Kathleen Overholt Lauree Personette Judith Shaw Beth Shields Nicole Sloan Jana Smith Mrs. Edgar J. Uihlein Pamela Werner

#### \$100

Cecelia Abbott Beth Assif Jill Augustine Betty Brittingham Christina Caglar Laura Lance Carreira Betsy Crosswhite Dottie Currie Melody Drake Julie Drewniak Anne Edwards Carla Jane Eyre Mary Jo Fairbanks Anne Ferri Helen Flanagan Elizabeth Foster Roxanne Freel Heather Gardner Deborah Hagman-Shannon Lorill Ann Haynes Andra Heller Lisa Hirschkorn Carolyn Husemoller Jackie Jackson Carolyn Johnson Suellen Johnson Nagawa Kakumba-McKitty Constance Keller Margaret Lawlis Mrs. Homer Livingston Stephanie Leese Mary Ann Lillie Annie Logue Sunny Long-Kaake Kara Longo Anna Ludwig Linda Lumpkin Debbie & Reese Marcusson Jennifer Martay Peggy Martay Gia McDermott Julianne Migely Katherine Miller

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#### Under \$100

Laura Anderson Lisa Appleby Amy Baker Malia Beal Serena Yuen Beltz Julie Beringer Judith Bissell Lynn Boucher Beata Boodell Christina Bosas Karen Bourbulas Margo Browne Christina Brunt Kimberly Burt Elizabeth Busscher Jill Anne Ciminillo Cindy Clendenin Heather Coleman **Emily Collins** Melissa Corley Chris Crum Cynthia Curtis Megan Dunne Suzy Ennis Cheryl Evert Kathryn Ferguson Brandy Fernow McLaurin Files Laurie Flight Lou Furrer Kate Gamewell Heather Geon Sue-Gray Goller Mrs. Preston Goodyear Margaret Graff Barbara Grant Pat Griffin Jennifer Groszek Jeana Grunzel Lyn Haley Nicole Halloran Toni Harkness Mary Hanley Ricquel Harper Judy Harris

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Shannon Smith

Cunningham Lisa Tesarik Pia Norman Thompson Kendra Thornton Anne Tuohy Elizabeth Vastine Brooke & Greg Walters Cindy Waters Anna Webb Anne Weber Mrs. John Whalen Nancy Willis Hilary Witzelben Kate York Dodie Young

Meggan Zabel Ann Zavarella

#### **House Improvement** Fund

#### \$5070

Tracy Whitehead

#### \$3000

The Miller Cooper Charitable Trust

#### \$1000

Beth Waldo

#### \$820

Nancy & Tim Snyder

#### \$500

Carol Novak

#### \$300

Caroline Huebner Sustainer Investment Club

Jean Smith Berghoff Kymberly Marrinson Norma Weir Regina Wootton

#### \$100 - \$249

Ann Brinkman Julie Drewniak Angie Holleb Courtney Shea Marilee Hopkins Susan Leslie Sandra Michelau Anna Musci Julie Pfeiffer Courtney Shea Beth Shields Betsy Sproul Maureen Wilbrandt Kathy Wilkerson

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