

2022

ANNUAL REPORT



The Infant Welfare Society of Evanston, Inc.

## FROM OUR EXECUTIVE DIRECTOR



Welcome to our 2022 annual report. We have all persevered through another year of the COVID-19 pandemic, but with more knowledge, awareness, and a level of comfort in our procedures, response to illnesses and safety protocols. We have a sense of optimism and hope that we are emerging from these challenges stronger and more prepared for moving IWSE into the future.

We had a lot of exciting activities and events in 2022 and stayed focused on supporting our parents, families, children and staff during this time. Thanks to our leadership team and Board, we have been able to take advantage of state funding and other staff-focused dollars that have provided almost \$4,000 in retention bonuses to each of our staff this past year. We believe in our people and the quality and commitment that they bring to our work. Without our dedicated and talented staff, we could not have the impact and family environment that we do.

We have also implemented more wellness activities, such as lunches and massages, during break times and professional development focused on our well-being, mental health and success managing through these challenging circumstances. IWSE is a people-first organization, and we are always trying to improve our culture and work environment. We are focused on success, support and a workplace where our team feels valued, appreciated and respected.

Our number-one priority is serving the children, parents and families of our community. Our belief in developmental screenings, assessments, therapeutic engagement and intervention, family support and strengthening, as well as early intervention referrals, serves as a guide to our work, outcomes and impact. We have increased mental-health support through our Early Childhood collaborations, via grants awarded through Northwestern University and Evanston Cradle to Career. Our partnerships and community collaborations help to elevate our work and service provision across our different communities and programs.

Lastly, we have taken the time in 2022, through use of COVID-19 relief and other grant funding, to do some internal branding of our image, update our signage and visibility and complete general beautification of our spaces. Our buildings and grounds should be beautifully maintained and provide the space and environment that our children, families, and staff deserve.

Thank you for reading our 2022 annual report, and I look forward to sharing more of our great work at IWSE in future communications.

Respectfully,

*Stephen Vick, MA*  
Executive Director, IWSE

## FROM OUR SITE DIRECTORS



In 2022 we began seeing some light at the end of the tunnel from the COVID-19 pandemic. We were able to open our program doors a bit wider so that we could continue to make an impact on our children and families. We made tremendous strides building back our enrollment for children and families, building back our staff and building back the much-needed services for our children. Despite the progress being made to support our children, families and teaching staff, there is much more work that remains to be done.

As the Site Director of Baby Toddler Nursery, my goal is to continue to guide and support our staff in ways that help strengthen their knowledge base of early childhood development. Our teachers are key figures, along with the parents, in helping shape and make an impact on our youngest learners.

When we work together as a team, everyone wins!

Sincerely,  
**Pamela Staples,**  
Site Director of Baby Toddler Nursery

---



2022 has taught me so much about reflection and how it is important to move ahead more determined than ever to accomplish your goals. As the Site Director for Teen Baby Nursery and the Family Support Program, I have had the great honor of managing and implementing program goals to ensure that our staff, families, and children receive the best support, care, and education possible. Reflecting on the past few years, I have seen tremendous growth in our team and amongst our families, despite all the challenges that were set before us. Each year, I have seen how the amazing talents of our staff have positively impacted the development of our children and have created learning experiences that will be etched in the minds of our children. I would like to acknowledge all the incredible and dedicated staff on our team who have made this year one to never forget, with their acts of kindness, nurturance and support to our children and families.

As we move ahead into a new year, I eagerly anticipate the continued growth of our families and staff as we continue to provide high-quality care/education and family support with the goal of setting a solid and strong foundation for learning and parental advocacy.

Sincerely,  
**Tiffany Culpepper M.Ed.**  
Site Director of Teen Baby Nursery and Family Support Program



# OUR MISSION

Infant Welfare Society of Evanston's mission is to deliver exceptional care and education for infants and young children and support families' efforts to be effective parents and advocates in their child's learning and development.

---

**The Infant Welfare Society of Evanston serves Evanston and its surrounding communities with programs that nurture, support, and educate the whole family.**

IWSE runs two full-day childcare and early education facilities — Baby Toddler Nursery and Teen Baby Nursery — and provides comprehensive parenting support and education through our Family Support Program. The National Association for the Education of Young Children (NAEYC) has accredited both of our centers, which is the gold star stamp of approval. We keep our class sizes small, encourage family participation, and celebrate each child's uniqueness and individuality. Family Support strengthens at-risk families by giving them the tools to be successful.

We aim to act as an advocate, caretaker, and champion for all our children. We believe that all families deserve access to high-quality care and early childhood education. We serve families of all socioeconomic levels, so their children can enter kindergarten ready to learn. No matter the level of need, there is a place for your child and your family at IWSE.



# OUR WORK





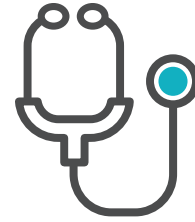
# OUR FISCAL YEAR: 2022 IN NUMBERS



**136 children** received high-quality early childhood education through our two center-based programs and our Family Support Program.



**64 children** were living in households at or below the federal poverty level.



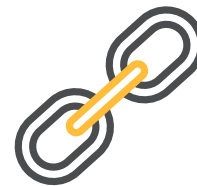
**122 children** received regular developmental screenings. All center-based children had medical exams and dental screenings when age-appropriate



**122 classroom-based children** were assessed and noted to make progress across developmental domains.



**14 children** were identified as needing supports to address learning challenges.



**14 children** were connected to ongoing supports that address learning challenges.



**99 parents** reported more positive interactions with their children.



**19 infants and toddlers** of teenaged and young adult parents received services in our Teen Baby Nursery.



**62 children** were served by the home-visiting program.

## OUR ACCOMPLISHMENTS

In 2022, the third year of the COVID-19 pandemic, IWSE continued to succeed and serve our community and families. Though much of our attention was focused on recovery, enrollment and maintaining protocols for safety and COVID to keep our centers open, we worked hard to maintain our partnerships and to continue to celebrate our accomplishments.

- We continued our protocol for weekly on-site COVID testing with our staff and teachers. Safety procedures and being proactive to keep our centers open and safe continued to be critical to our success in 2022. Our weekly testing protocol, ongoing safety procedures and adaptability as an organization helped to maintain our success in 2022.
- We have continued to be committed to our services in Evanston and Niles Township. We are a lead steering committee member for both the Early Childhood Alliance and Evanston Early Childhood Council. We have maintained a strong partnership with School District 69 and the 0-5 Ready for Success program as well as with School District 65 in Evanston. We are eager to continue growing our services and meeting the needs of families and children in our Evanston and Niles Township communities.
- We benefited from a mental health support grant awarded from the Northwestern University Community Partnership collaboration with the Early Childhood Council in Evanston, receiving \$60,000. This grant was designed to support our early childhood parents, families and children. These were critical funds that helped many families across our programs and services with their trauma and mental-health needs.
- We hosted a virtual fundraising event for IWSE in May of 2022 in partnership with Chef Q. Ibraheem. Our live cooking event had more than 100 virtual participants. The event raised funds to support our programs and services at IWSE. It was a wonderful evening enjoyed in the safety of our homes. People were cooking, eating and watching a gourmet chef

cook a delicious Salmon Wellington and spinach dish while raising funds to support IWSE.

- In partnership with our other early childhood providers, the Evanston Early Childhood Council has worked diligently to express and present the need for city COVID relief funding to support the early childhood community.
- In addition to city American Rescue Plan Act funding, IWSE has received Restoration Grant funds. In total, most staff received almost \$4,000 in bonuses and stipends in 2022.

# 86%

**OF DONOR CONTRIBUTIONS  
GOES DIRECTLY TO OUR  
PROGRAMS & SERVICES.**

## The way we worked, persevered and overcame challenges:

IWSE maintained its commitment to quality through our staffing. We made a commitment to retain and pay all of our staff despite the economic uncertainty.

- We continued operations during the pandemic with minimal disruptions in 2022. Occasional classroom closures and sanitization of classrooms were necessary with contact tracing and some isolated COVID positivity. We continued to follow our procedures closely and adapted when needed to updated health and safety guidelines from the Centers for Disease Control and Prevention, the Illinois Department of Public Health and other health agencies.
- We remained committed, vigilant, and strong in will and kept working and supporting children and families despite the challenges of the pandemic.
- Our staff and programming became stronger and worked to achieve the greatest success possible. Our team of teachers and leadership staff committed to our mission and delivered the highest quality services in extreme circumstances.

Despite all of these concerns and issues, 122 children were screened for developmental delays within 45 days of entry into the program, whether virtually or in person. Staff administered the Ages & Stages Questionnaire (ASQ3), Ages & Stages Questionnaire (ASQ: SE2) and Developmental Screening Tool.

**IWSE IS COMMITTED  
TO HIGH-QUALITY  
EARLY CHILDHOOD  
EDUCATION SO THAT  
CHILDREN ENTER  
KINDERGARTEN  
READY TO SUCCEED.**

## FAMILY ENGAGEMENT

Family engagement is crucial to the success of our programs. IWSE recognizes that parents are the child's first teachers, and are the first step in early learning for their children. Our goal at IWSE is to support these parents in their journey to being advocates for their children. All of our families are encouraged to be an active part of the programming and structure of our organization.

Our centers provide many opportunities for this (with childcare, transportation and meals, if applicable), including:

- Monthly parenting workshops and activities around a variety of topics, including adult education, transitions, health & safety, financial stability, parent/child relationship building and infant mental health;
- Parent committee or policy council membership;
- Home visits by center and family support staff;
- Parent-teacher conferences;
- Developmental screenings, partnering with IWSE staff, developmental specialists, and parents/caregivers;
- Volunteering in classrooms;
- Other family engagement activities

Amid ongoing health precautions, IWSE continued virtual engagement for children and families. In addition, we were happily able to host some in-person, outdoor parent engagement activities, such as the Ice Cream Social, Summertime Fun Splish Splash Water Event, and PJ Storytime Developing Nighttime Routines for Infants and Toddlers. We also were able to host a Popsicles with Parents summer event and Gardening 101 with Tots. These small doses of engagement during this time afforded us the opportunity to maintain our connections with families on a social level, all while practicing social distancing.



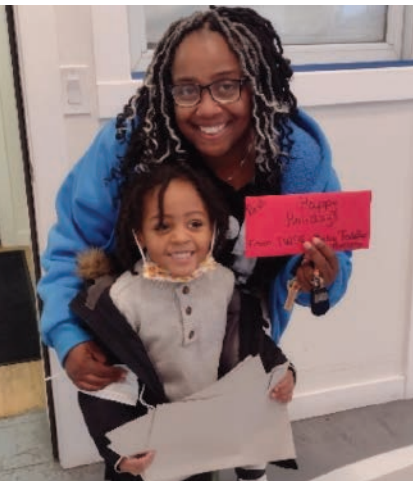
## COMMUNITY ENGAGEMENT

IWSE has longstanding partnerships with federal, state and local government agencies, as well as an integrated network of local non-profit groups that provide complementary services in our community. Our close cooperation with other community agencies enhances our commitment to supporting parents as advocates for their children. Our families can receive the guidance and support needed to help them be successful at achieving their goals and also learn the importance of being actively involved in their children's early education. With the help of our family advocate, we connect families to resources that are specific to their own individual needs, including homelessness, unemployment, domestic disturbances, or even obtaining library cards. The Family Support Program hosted a sit-and-read session with the Skokie Public Library, which provided families with fun and engaging activities to develop their children's interest in reading.

This year we continued outreach with our community partners, mostly on Zoom and other IT platforms due to the pandemic. Some of our stronger collaborations include the Evanston Early Childhood Council (EECC) with 40 partner organizations; the Early Childhood Alliance (ECA) with more than 30 participating partners and organizations in Niles Township; and The Collective, a Cradle to Career cohort of nine organizations. The IWSE executive director, Stephen Vick, serves on the steering committee of both the EECC and the ECA.

IWSE also had the wonderful privilege of hosting Chef Q. Ibraheem for a professional development session with our staff and families about the importance of gardening and how using fresh ingredients is beneficial for all. The Family Support Program hosted a Developmental Screening Event in conjunction with the District 69 Open House. Each home visitor was equipped to administer on-the-spot developmental screenings for children ages 0-3.

Families in our communities came through in a big way around the holidays by providing gift cards so that all of our IWSE children received a gift. This community effort raised more than \$10,000 to directly support our families!



**IWSE IS PROUD OF THE RELATIONSHIPS WE HAVE BUILT WITH MULTIPLE COMMUNITY AGENCIES, WHICH ALLOW US TO CONNECT OUR FAMILIES WITH EVEN MORE RESOURCES IN THE COMMUNITY.**

## HEALTH & SAFETY

Health, safety and nutrition are of paramount importance in our early childhood sites. We maintain accurate records of physicals and immunizations. Parents are reminded regularly of the importance of wellness and are encouraged to attend workshops on nutrition and other wellness practices. Additional supports are provided by the services of a health consultant and a speech therapist.

IWSE has a developmental services coordinator and mental health consultant who meet with the teaching staff to discuss therapies and strategies for coping with children with special needs. Every child's development is assessed with the parent by the 45th day of their enrollment. Any lags in physical, social emotional, communication or other development are discussed with the parent. Individualized activities are provided for children to address any areas of concern. Parents have a variety of options, including a referral for early intervention services, having their child participate in small group therapies, and an opportunity to meet with a clinical psychologist. Children are monitored monthly in all domains, including health, in monthly multi-disciplinary meetings.

In light of the ongoing pandemic, health and safety have taken on a new look. Some therapies and weekly multi-disciplinary meetings continue to be conducted remotely, while others are now performed on site, while keeping in mind new safety procedures. Reduced classroom sizes allow for social distancing, and personal protective equipment (masks, sanitizers) is available at every area of the centers. Continual cleaning, disinfecting and ongoing training ensure the safest environment for all children and staff at IWSE.



**OUR COMMUNITY PROSPERS  
WHEN CHILDREN FROM BIRTH  
TO AGE 5 RECEIVE  
HIGH-QUALITY EARLY  
CHILDHOOD EDUCATION AND  
FAMILIES ARE SUPPORTED IN  
CREATING PEACEFUL,  
NURTURING HOUSEHOLDS.**



**IWSE'S SPECIALIZED CARE  
AND EARLY LEARNING  
EXPERIENCES PROMOTE AND  
NURTURE OPTIMAL  
DEVELOPMENT.**

**SCHOOL READINESS**

High-quality care and education is of the utmost importance through all of our services. Focusing on five central domains for school readiness ensures quality care and education for each child:

- Approaches to learning
- Social-Emotional Development
- Language and Communication
- Cognition
- Perceptual Motor and Physical Development

With these in mind, meaningful activities are planned each day for the children and individualized to each child's needs. Each child has an education plan based on tasks appropriate for his/her age and developmental level. Early literacy is a primary goal and children are read to regularly and "read" to themselves. Parents are encouraged to read to their children frequently at home.

**This year, social-emotional awareness continued to be critical due to the pandemic.** Teachers actively planned for a significant focus on this developmental area, with great benefit to the children and families in adjusting to the current situation.

Each site is accredited by NAEYC and are recipients of the ExceleRate Gold Circle of Quality. Our team is dedicated to providing exceptional instruction to all children; in support of this, ongoing professional development opportunities are provided to all staff to keep up to date and expand their knowledge in early childhood education.





## COVID-19 AND THE GLOBAL PANDEMIC RESPONSE IN 2022

In the third year of the pandemic we continued to rely on our supporters and donors to ensure funding was sufficient to carry out our mission. Our partners also played an important role in allowing us to continue serving our families and children. In our current recovery from the pandemic, we also had to shift concerns to hiring staff during a national teacher shortage and making sure we retained our existing staff. A special thanks goes out to the following organizations and foundations:

### **The George R. Kendall Family Foundation**

The foundation's incredible generosity in providing \$100,000 in unrestricted support has been vital to the fulfillment of our mission.

### **FDC Foundation**

The foundation once again generously supported our mission with \$30,000 in funding.

### **The Illinois Restoration Grants**

The State of Illinois supported our losses in enrollment and Child Care Assistance (CCAP) revenue with \$161,406 in subsidy grants.

### **City of Evanston Social Services Committee**

The committee provided \$75,000 in funding to allow IWSE to provide case management to families.

### **The Early Head Start Program**

Federal Early Head Start funding was maintained at a pre-pandemic level while allowing for additional funds to be used to support staff and teachers through stipends and bonuses.

### **Evanston Community Foundation**

The foundation provided \$25,000 to support our programs.

### **Childcare Workforce Bonus**

This bonus recognized the hard work of early childcare workers by providing \$43,560 in funding.

### **United Way of Metro Chicago**

United Way supported all of our programs with \$35,000 in funding.

**THANK YOU TO OUR GENEROUS INDIVIDUAL DONORS  
AND TO EVERYONE WHO CONTRIBUTED TO OUR WORK  
AND EFFORT IN THE COMMUNITY TO SUPPORT OUR  
CHILDREN, FAMILIES AND STAFF.**

## IWSE 2022 EVENTS & FUNDRAISERS

### IWSE Small Plates & Big Hearts Cooking Event with Chef Q. Ibraheem

Due to the pandemic, IWSE only hosted one event, which was virtual, in May, 2022. Many of our external engagement activities with the community also were impacted by COVID-19. However, our 2022 cooking event with Chef Q. Ibraheem was an amazing success. Rachael Ray would have been proud! We held a cooking demonstration at the Y.O.U. instructional kitchen and had our IT company, Micro-Tech USA, live stream our show to the public. We had more than 100 participants watching, cooking at home and enjoying the evening with wine and friends in the comfort of their own kitchens. The Chef's selection to cook for the evening was Salmon Wellington and Sautéed Spinach. IWSE raised more than \$40,000 to support our programs and services!



PHOTO CREDIT: CHEF Q. IBRAHEEM



#### SALMON WELLINGTON & SAUTÉED SPINACH

BY CHEF Q. IBRAHEEM

#### INGREDIENTS:

- 1 - 17.3 ounce package frozen puff pastry (1 sheet), thawed
- 2 - 3/4-inch-thick 6-ounce skinless salmon filet
- 10oz baby spinach
- 1 tablespoon fresh or dried dill
- 1/4 soft cup cream cheese
- 1 - 17 ounce canister of cherry tomatoes
- 1 egg beaten to blend (for glaze)
- salt & pepper to taste
- 1/4 cup (1/2 stick) butter, or olive oil



## OUR TEAM

LEADERSHIP AS OF JUNE 30, 2022

Stephen Vick  
*Executive Director*

Buket Ozer  
*Director of Administration*

Cara Strong  
*Director of Finance*

Pamela Staples  
*Site Director, Baby Toddler Nursery*

Tiffany Culpepper  
*Site Director, Teen Baby Nursery & Family Support Program*

Tamekia Donaldson  
*Assistant Director, Baby Toddler Nursery*

Mary Grace Acheron  
*Master Teacher*

Maribel Lagunilla  
*Administrative Manager*

## VOLUNTEERS

Joanne Edid  
Mary Beth Roth

## DEVELOPMENT COMMITTEE

Julia Rancke  
Kerri-Simone Adedeji  
Beth Bodan  
Terri Drews  
Helen Hilken  
Marsha Richman



## BOARD OF DIRECTORS

Robert Jones  
*President*  
Charitable Tax Analyst in Wealth Management, Northern Trust Company

Nicole Van Laan  
*Treasurer*  
Controller, Northwestern University

Marsha Richman  
*Secretary, Former President*  
Early Childhood Education Specialist

Arden Handler  
*Program Committee Chair*  
Professor, UIC School of Public Health

Kerri-Simone Adedeji  
*Marketing & Communications Committee Chair*  
Strategic Communication Consultant

Julia Rancke  
*Development Committee Chair*  
Account Executive, NetSuite-Oracle

Lauren Barney  
Managing Director and Senior Counsel

Laura Born  
Professor, Booth School University of Chicago

Sandra Punda  
Relationship Manager, Byline Bank





## COMMUNITY PARTNERSHIPS

IWSE has participated in Evanston Cradle to Career for years. As a partner, we believe in the mission of collective impact, systems change, equity and providing access, resources and tools for our young community residents to be successful and prepared for their future. Nine organizations from Cradle to Career built a “Collective” to harness this power of collaboration, focus on cross training of our staff, applying for grants and developing our systems to better operate for the benefit of all our organizations and all of the community we collectively serve. The nine organizations below make up the members in this “Collective.” We are thankful for their partnership and leadership in support of our community.



IWSE has also played a leadership role in the development and growth of two Early Childhood collaborations. The Evanston Early Childhood Council (EECC) and the Early Childhood Alliance (ECA) in Nilis Township have both been critical partnerships that have strengthened the Early Childhood landscape. We have built tools and resources for parents and families to access information and services. We have focused on our most vulnerable community members. We have elevated our advocacy voice across the state for the need for high-quality early care and education programs that recognize brain development, social-emotional learning, behavioral regulation as well as kindergarten readiness.

**We are thankful for all of our partners and collaborators in the field of early childhood education.**



## COMMUNITY PARTNERS

Baby Talk, Inc.  
Sue Berger, PhD, Primary Care Child Development & Behavior Specialist, Lurie Children's Hospital  
Bundled Blessings  
Learning Bridge Early Education Center  
Child and Family Connections  
Childcare Network of Evanston  
Cradle to Crayons  
Connections for the Homeless  
Curt's Cafe  
Early Childhood Alliance (ECA)  
Erikson Institute  
Evanston Community Foundation  
Evanston Cradle to Career  
Evanston Early Childhood Council (EECC)  
Evanston Hospital/NorthShore University HealthSystem  
Evanston Latinos  
Evanston Public Library  
Evanston Rebuilding Warehouse  
Evanston Township High School District 202  
Family Center at District 65  
Family Focus  
Metropolitan Family Services  
Morton Grove Public Library  
Mosaic Early Childhood Center  
Niles Township Department of Special Education (NTDSE)  
Northwestern University  
Oakton Community College  
Reba Early Learning Center  
Share Our Spare  
Skokie Public Library  
Skokie School District 69  
St. Mary Quilting Ministry  
United Way North Shore  
Village of Skokie  
Youth Job Center  
YWCA Evanston/North Shore

## GOVERNMENT SUPPORT

Illinois Department of Human Services: Child Care Assistance Program  
Illinois Department of Human Services: Child Care Restoration Grants  
Childcare Network of Evanston, for the State of Illinois Pre-K Contract  
Illinois State Board of Education  
Illinois Department of Human Services Child Care Workforce Bonus  
Child and Adult Care Food Program  
City of Evanston: Social Services Committee  
Evanston Township High School District 202  
US Department of Health and Human Services, via contract with Evanston/Skokie School District 65



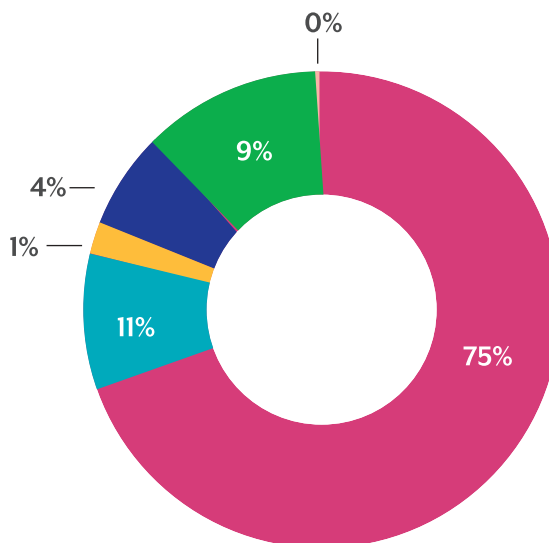
# FINANCIAL INFORMATION (AUDITED)

JULY 1, 2021 – JUNE 30, 2022

## Revenue

Grants from Government Agencies	\$2,069,949†
Contributions and Grants	\$315,062
United Way Contributions	\$35,001
Special Events and Fundraising Activities	\$97,686
Program Service Fees	\$250,316
Investment & Other Income	\$-11,147

**Total: \$2,756,867**



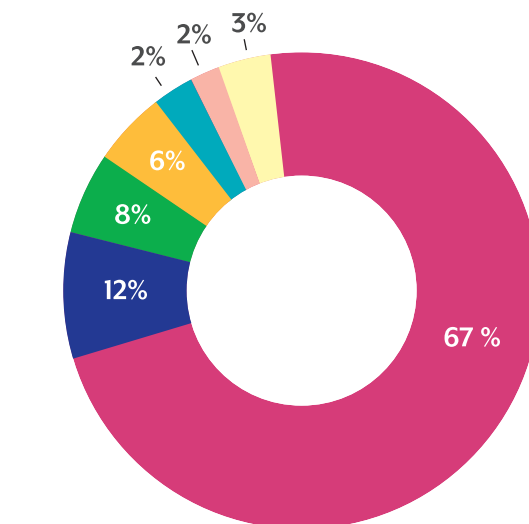
- Government Grants
- Program Service Fees
- Events & Fundraising
- United Way Contributions
- Contributions & Grants
- Investment & Other Income

## Expenses

Salaries	\$1,819,371
Benefits	\$325,133
Contractual Services	\$65,810
Occupancy / Communications	\$226,574
Supplies	\$161,418
Development	\$56,077
Other Expenses	\$85,496

**Total: \$2,739,879**

Administrative Rate: 14%



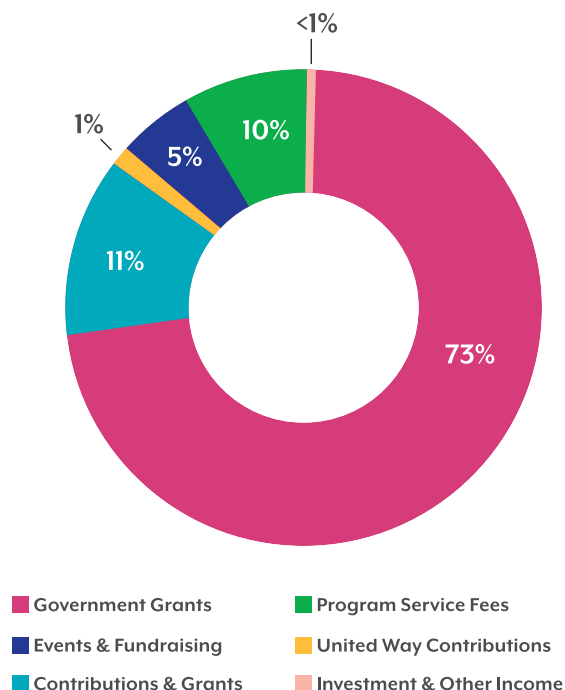
- Salaries
- Occupancy / Communications
- Benefits
- Supplies
- Contractual Services
- Development
- Other Expenses

# FINANCIAL INFORMATION (BUDGETED)

JULY 1, 2022 – JUNE 30, 2023

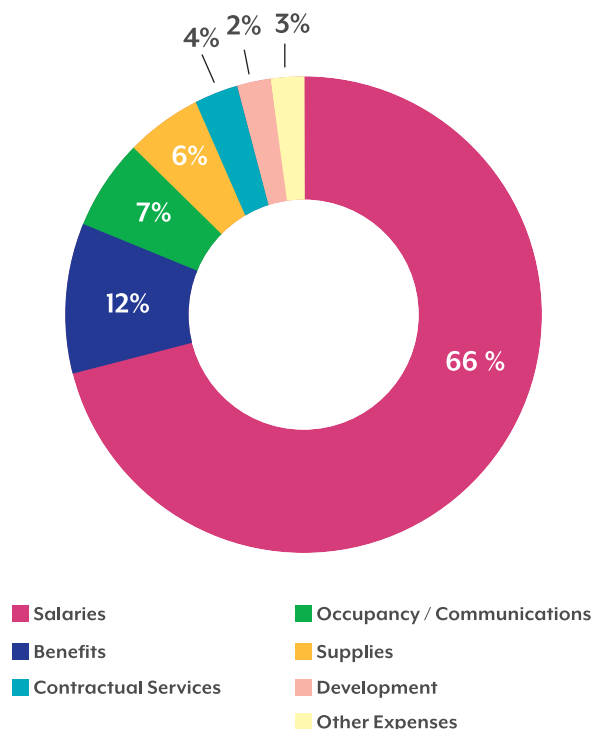
## Revenue

Grants from Government Agencies	\$2,401,166
Contributions and Grants	\$344,497
United Way Contributions	\$35,000
Special Events and Fundraising Activities	\$165,000
Program Service Fees	\$322,888
Investment & Other Income	\$13,250
<b>Total:</b>	<b>\$3,281,801</b>



## Expenses

Salaries	\$2,189,251
Benefits	\$388,987
Contractual Services	\$127,005
Occupancy / Communications	\$244,544
Supplies	\$213,472
Development	\$58,948
Other Expenses	\$110,355
<b>Total:</b>	<b>\$3,332,562</b>



Administrative Rate: 11%



## DONORS

### \$100,000+

George R. Kendall Foundation

### \$25,000 - \$49,999

FDC Foundation

### \$10,000 - \$24,999

Clay (Richard) Brock  
Patrick and Anna M. Cudahy Fund  
Finnegan Family Foundation  
Kenilworth Union Church

### \$5,000 - \$9,999

Anonymous (3)  
The Allyn Foundation, Inc  
Joseph and Bessie Feinberg Foundation  
Helen P Hilken  
William and Eleanor Revelle  
Mary Beth Roth  
Dr. Scholl Foundation

### \$2,500 - \$4,999

James and Beth Bodan  
Paul and Mary Finnegan  
Dan and Suzanne Kanter  
Ann Mommsen  
NorthShore University Healthsystem  
Northwestern University Neighborhood  
and Relations  
Marsha Richman and Richard Lanyon  
Elizabeth Beidler Tisdahl Foundation  
Christopher Edward Ward

### \$1,000 - \$2,499

anonymous (2)  
Susan and David Abraham  
Lauren Barney  
Laura and Kent Born  
Byline Bank  
The Caroline M. and Robert B.  
Cunningham Fund  
Joanne Edid and Donald Hey  
Evanston Capital Management  
Gary Fisher  
Rachel Gallus  
James and Ann Goodman  
Stuart and Susan Handler  
Robert Perry Jones, Jr  
Edward and Shelley Keller  
Mammel Family Foundation  
Peter and Carolyn Mattox  
Polk Bros. Foundation  
PPM America, Inc.  
George and Lynne Simon  
Eli and Rachel Zimet Strick  
Becky Sulecki  
Ben and Nicole Van Laan  
Keith and Molly Veneziano  
Lois Vick  
Calvin M. Willard

### \$500 - \$999

Kerri-Simone Adedeji  
Allan Allweiss and Emily Corbett  
Alisa Beth Arnoff  
Mollie Bass

Steven Bialer and Sharon Feigon  
Diana Cohen and David Spitulnik  
Tiffany Culpepper  
Kathleen Danakis  
Julianne and Mark Dieterich  
Teresa L. Drews and Edwin Getz  
Paul Florsheim  
Ethan Gillani  
Arden Handler  
Allan and Loretta Kaplan  
Sara and Kip Kirkpatrick  
Jane Neumann and Steve Bogira  
Kemal and Buket Ozer  
Edward and Christine Rascati  
Mario and Debbie Retondo  
Karen and Bob Rutigliano  
Cookie Schaefer  
Stu and Carol Schweidel  
MJ and Peter Serene  
Allison Shapiro and Scott Stoolmaker  
Alexander Shaw  
Charles H & Beverly E Shaw Foundation  
Ilya Sheyman  
Rhonda Stein and Edwin Smolevitz  
Valli Produce

### \$250 - \$499

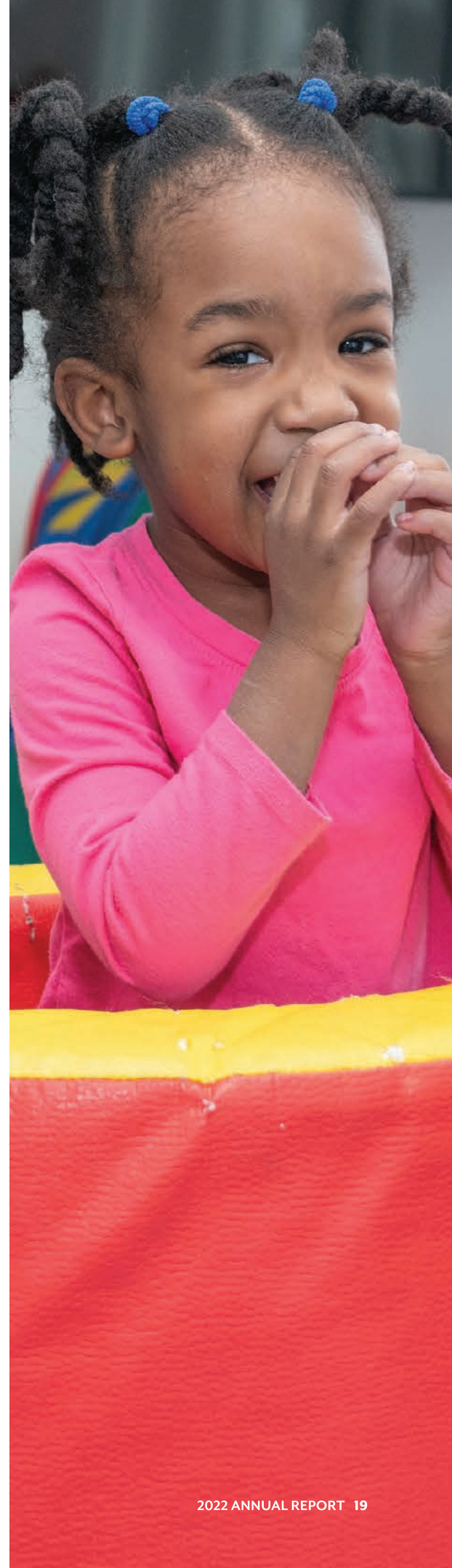
Hedy Cohen  
Aaron Cohen  
Christine Cole  
Jean Cunningham  
Sarah Darnton  
Jennifer Doherty  
Timothy Earle, PhD and Eliza Earle  
Joel and Geri Goldberg  
Devon Q Horton, Sr  
Cathy Jain  
Jancy Jerome  
Rose and Bob Johnson  
Janice Kessler  
Larry Kohn  
William N. Krucks  
Ann Laetz  
Diane Markoff  
Mooney Family Charitable Fund  
Mary and Robert Moran  
Gary Neilson and Trudy Havens  
Network For Good  
Anna Nichols  
Irwin and Jill Polls  
Edmund E. Pryce  
John and Julie Rapisarda  
Ed and Sharyn Reiff  
Michelle Rogers  
Ian and Sheau-ming Ross  
Andrew Rowe  
Barbara Schechtman and Chris Thale  
David Snyder and Margaret Salamon, M.D.  
Women Helping Others, Inc



**\$100 - \$249**

Abbie Employee Engagement Fund  
Peggy Asseo  
Susan Belgrad  
Susan Berger, Ph.D.  
Mary K. Blazel  
Daryl and Lisa Bradford  
Jeanine Breen  
Noah Brown  
Nicole Brownlee  
Courtney Burke  
Steven Bussolari  
Michael Bysina  
John J. Cahill  
Ed and Mary Jane Chainski  
Lori Churchill  
Robert J. Ciapciak  
Russ and Ann Covode  
David and Julie Cutter  
Louisa C. Duemling  
Mark and Diane Falanga  
Sara and Brett Forrest  
David Foster and Melissa Wynne  
Scott and Maria Fowkes  
Alan Fox  
State Representative Robyn Gabel  
Bryna and Edward Gamson  
Lawrence and Mary Gavin  
Laura M Giles  
Karen Graham  
Joe Grainger  
Betsy Grant  
Beth Hamilton  
Sarah E. Hanson  
Jeff and Jennifer Harris  
Polly and Don Haydon  
Susan Held  
Jeanne L. Herberger  
Cindy Hicks  
Henry Hilken and Cynthia Allman  
Ruth A. Hopfenbeck  
Tim and Nancy Hoying  
Lisa Jablon Fowler, LCPC  
Anita M Jacobson  
Jamie James  
Nancy Jospey  
Jeanie Kendall Young  
Grace M. Killoren  
Zeynep Kinaci  
Meg King  
Thomas and Teresa Klier  
Jon Korfmacher  
Jerome and Marcia Kraut  
Kroger  
Joseph Kuechel  
Martha Lannert  
Bonnie B. and Robert M. Larsen  
Katey Larson  
Mrs. Chase Levey  
Ruth Lochner  
Dan and Susan Maslauski  
Mastercard  
Rebeca Mendoza  
Sheila Merry  
Brenda Miyagawa  
R Jane Morgan  
Dulaney Morriss  
Steven J Morton Associates  
(Steven and Nehama Morton)  
Susan Munro  
Carolyn Myszkowski

Lori A Nelson  
Wendy Nelson  
Kim Novi  
Louise Odegaard  
Caroline Onagan  
Julie Phelps  
Sarah M. Pritchard  
Juliet Pryce  
Sandra Maria Punda  
Julia Michelle Rancke  
Rosie Rees and Gene Servillo  
Ron and Betsy Richman  
Melissa Riemer  
Anne W. Roberts  
Michael and Sally Rosenberg  
Nancy Salkover  
Cathy Shaw  
Jana Stokes  
Sylvia Taflove  
Kim Taylor Smith  
David Tekler  
Elizabeth B. Tisdahl  
Stephen and Marlene Yvette Vick  
Susan Warner and Ann Ballard  
Eric Witherspoon  
Bonnie Zanger  
Elliot Zashin  
Frank and Tina Ziegler







**\$1-\$99**

anonymous (2)  
 Abbott Labs  
 Donna Abelson  
 Gaea Adams  
 Marilyn Adams  
 Susan Agate and Michael Slutsky  
 Mary Allen  
 Stuart and Marie Allen  
 Joyce Anderson  
 Mrs. Martin E. Anderson  
 Patti M. Anderson  
 Paula Arnold  
 Anita Austin  
 Dennis and Chris Baer  
 Rita Bagus  
 Lynne E. Ballard  
 Marijane Bauder and Elizabeth Crisanti  
 Heather Beam  
 Janine Beatty  
 Ann M Becker  
 Katherine G. Beeck  
 Linda H. Bein  
 Cindy M. Bell  
 Kathleen Benedict  
 Juliet and Jeff Berger-White  
 William and Anne Bevan  
 Elizabeth Biggar  
 Ilene A. Birge  
 Ann Bley  
 Matthew Blum and Valerie Beck  
 Helen J. Boeshart  
 Susan Bonesteel  
 Lorraine M Born  
 Connie Brady  
 Margaret Brannen  
 Marlene and Harold Bressler  
 Judy Brigham  
 Elizabeth Brooke  
 Judy Broske  
 Ann H Brown  
 Harriett D. Brown  
 Robin Brown  
 Robin Brown  
 Joan A. Bruning  
 Leigh S. Buettner  
 Laurel C. Burnham  
 Jean E. Campbell  
 Linda Canny  
 Erika and Noah Carey  
 Alison Keeler Carrillo  
 Nancy W. Carroll  
 Frances Carter  
 Susan Champion  
 Susan S. Clardy  
 Robert Clark  
 Mary G. Clay  
 Cindy Close  
 Marijane G. Coale  
 Carol C. Coffin  
 Tom Cogswell  
 Cynthia B. Coleman  
 Judith Coleman  
 Betsy Conrad  
 Mary Jane Cramer  
 Dorothy M. Crocker  
 Mary Jane Crook  
 Harriet W. Davis  
 Cathleen Dean  
 Julia DeVos  
 Peggy Dickman

Eleanor H. Durno  
 Deidre Early  
 Sandra Earthman  
 Maryann Edwards  
 Linda Eisendrath  
 Jeanette Elbers  
 Peter R. Ellis  
 Bonnie Erjavec  
 Judith Eschweiler  
 David W. Evans  
 Donna Fales  
 Mary Ann Farmer  
 Mindy Ferber Marks  
 James Finger  
 Alice R. Fitzcharles  
 Martha L. Fogle  
 Alison C. Forbis  
 Claire S. Forney  
 Mrs. Joseph Forshaw III  
 Cynthia Fricker  
 Ruth Frise  
 Barbara Gahagan  
 Mary C. Gaines  
 Ann H Gardiner  
 Nancy Gelman and Mark Isenstein  
 Elizabeth Gibson  
 Karla Gillete  
 Mrs. Marjorie L. Glover  
 Carol E. Godfrey  
 Carol L Goeman  
 Cathline D. Goerwitz  
 Mimi Gokey  
 Mary L Goodspeed  
 Paul Goren and Gwen Macsai  
 Aleks Granchalek  
 Elizabeth W. Guidry  
 Mrs. Frank Guthrie  
 Marcia W. Haecker  
 John Hagely  
 Marcia P. Hall  
 Marcia Haller  
 Miara Handler  
 Amy Harned  
 Catherine Hartwell  
 Sylvia Henderson  
 Mrs. Rue Henry  
 Christine B. Hess  
 Ann Hileman  
 Susan Hilkevitch  
 Carol S. Hirsheimer  
 Phyllis Holman  
 Pat Hoops  
 Kathlein P. Horne  
 Nicole T. Huggins  
 Ann Hugh  
 Betsy Hvide  
 Mrs. William Jacobs  
 Raymond James Local Offices  
 Andi Jenny  
 Anette Jeter  
 Maryellie Johnson  
 Patricia Johnson  
 Rhonda Johnson  
 Anne V. Jones  
 Barbara H. Jones  
 Marty Jones  
 Nancy K. Kasten  
 Gail and Bob Katz-Frech  
 Louise Keely  
 Frances Keiser  
 Douglas Kelley



Elizabeth Kelly  
Margo Chapman Kendall  
Elizabeth M Kernahan  
Victoria Kimball  
Karen Kimberly  
Jerry A. King  
Susan King  
Jane Kitchen  
Shirley Klinka  
Doris L. Kraus  
Judith Kuller  
Christine Lambert  
Helen M. Lane  
Janice Larson  
Karen D. Lassey  
Linnea Latimer  
Joan Lewis  
Marcena W. Love  
Dale Lovett  
Marian P. Lowry  
Jerry Ludeke  
Klara Lueschen  
Ann H. Mack  
Mari Maldonado  
Janet McCannon  
Judy McConahay  
Ann G. McDonald  
Margaret McKinney  
Evelyn McLagan  
Carolyn McNamara  
Ingrid McNeill  
Maryanna Meikrantz  
Julia T Merriman  
Lorraine Milius  
Barbara Minkus  
Bonnie Mitchell  
Margy Mitnick  
Matt B. Mitzen  
Ash Miyagawa  
Jan Moe  
Frances and John Moore  
Kim Morrow  
Nancy B. Mott  
Jill S Mueller  
Lenore S. Mulock  
Gerd Murphy  
Mary S. Murphy  
Sister Jude Marie Naiden  
Paul Newmark  
Tom Niemann  
Nancy O'Brien  
Theodore Olson  
Joan Palmer  
Martha Palmer  
Jane Park  
Leslie Parrish  
George Peak  
Diane Pennock  
Janis Peromsik  
Judy Pflugstg  
Bonnie B. Phemister  
Tri State Alumni Club of Pi Beta Phi  
Janet Pierce-Ritter  
Louise B. Plank  
Faith Ramsour  
Angela Ramsperger  
Susan Ray  
Sally G. Rayner  
Judith D. Reed  
Diann A. Reitelbach  
Suzanne W. Richards

Sarah H. Richardson  
Sharon Riihimaki  
Susie Robinson  
Eileen S. Roger  
Debby Rogers  
JoAnne Roosevelt  
Kathryn Rossow  
Robin Rudd  
John and Joan Rudnicki  
Margery Russell  
Nancy D. Sacks  
Kathryn Sampson  
Babette and Jeffrey Sanders  
Gail R. Schaaf  
Diane Schiller  
Marilyn Miller Schmidlin  
Susan Schneider Holliday  
Sally P. Schrader  
Peg Schuessler  
Mathew Sears  
Nancy T. Semerdjian  
Robert Shank  
Kathleen Sharp  
Alexandra M. Shaw  
Robin Gathany Shea  
Maureen C. Shelly  
Judith G. Shepard  
Kari Shipley  
Cathy Shulkin  
Rob and Annie Sindelar  
Laura Slack  
Linda Slavik  
Mary V. Sloan  
Gwen Smith  
Christine Snyder  
Mrs. David Sowersby  
Margaretta K. Stabler  
Vicki Stanton  
Suzanne U. Stein  
Janet Stern  
Beverly Sternstein  
Ann R. Stevenson  
Betty Stevenson  
Dayton Stone  
Julia Stone  
Matt and Susan Struve  
Ann E. Sullivan  
Elizabeth A Sullivan  
Kathleen D Sullivan and Adam Bennett  
Inbar and Hamar Tairy  
Mary Katherine Tarr  
Susan Textor  
Jakari Thompson  
Robert Thompson  
Betsy Tilghman  
Eleanor W. Tippens  
Carol D. Trapp  
Elizabeth Turner Taylor  
Theresa K. Ueland  
Sarah I. Underdal  
Cary Vaughan  
Josh and Alisha Vincent  
Margaret Von Der Linde  
Agatha Wade  
Pamela S. Wade  
Jill Wahlfeld  
Bob and Hyong Suk Warfield  
Amanda R Warren  
Jane Watson  
Sue Webb  
Katherine Webster

Ann Weimer Hannah  
Lenore Weissmann  
Mary Wells Vournakis  
Nancy N. Weyerhaeuser  
Barbara Williams  
Eleanor K. Williams  
Maira Wilson  
Sandra L. Wilson  
Mary G. Witte  
Susan O. Wold  
Carolyn D. Wolff  
Rabbi Carl and Judy Wolkin  
Louise Kay Woodside  
Patricia Worden  
Diane Wrocklage  
Elizabeth Wurzweiler

#### **In Kind Sponsors**

Alisa Arnoff  
Captain James Lovell Federal Health  
Care Center  
Chris Baer  
Mollie Bass  
Beth Bodan  
Micro-Tech USA  
Schaefer's Wine, Foods & Spirits  
Target  
Volunteer Center



**THANK YOU TO ALL  
OF OUR DONORS,  
COMMUNITY  
PARTNERS, AND  
SUPPORTERS!**









