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IMPACT • ADAPTATION • SUPPORT • PERSEVERANCE • SERVICE •  
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# ANNUAL REPORT 2020



The Infant Welfare  
Society of Evanston, Inc.

## FROM OUR EXECUTIVE DIRECTOR



2020 has been a challenging year for everyone. We have endured a global pandemic that took over 400,000 lives, racial and political unrest that brought thousands to the streets and economic uncertainty that has not been seen since the great depression.

The Infant Welfare Society of Evanston was not immune to these challenges. Our families, children and staff all had to endure hardships that we have never faced before. After being closed by the State of Illinois and moving to remote learning in March with the onset of the coronavirus, IWSE began to shift our services to meet the emergency needs of our families. We raised over \$75,000 of emergency funding that was targeted directly for financial assistance in the form of gift cards for our families and staff. Over the course of the Summer we held emergency support drive-throughs in our parking lot providing diapers, wipes, toiletries, household goods and gift cards to all of our families and staff that were in need.

We moved our classrooms and Family Support Program to virtual education and learning, providing resources, activities and Zoom calls with families. We provided virtual developmental screenings, check-ins, assessments with parents and kept our communication and relationships with our children strong.

We reopened in July of 2020 to classroom learning and learned how to operate our facilities with plexiglass barriers, wearing masks and shields, social distancing, washing hands frequently and sanitizing our facility with disinfectant fogger machines. Our community pulled together as never before, with support from our non-profit partners as well as philanthropic supporters. We adapted to the needs of our families and worked together to continue to provide the critical services that IWSE has been known for in our community.

This year has also had its silver linings. We became closer as an organization and team. We relied on one another to overcome obstacles and learned that we can persevere in the face of great hardship. Most of all we stayed true to our mission of serving children and families and focused on helping them through this crisis. We want to thank all of our generous supporters, donors and especially our board members that have helped our staff and organization to live up to our 108-year history of service to families. IWSE has provided the educational tools, supports and resources to parents and care givers that will help their children to develop, grow and succeed in their future education.

Thank you for reviewing the IWSE 2020 Annual Report. This year will be remembered for the tireless dedication and incredible commitment of our teachers, home visitors, support staff and administration.

Thank You,

*Stephen Vick, MA*  
Executive Director

## FROM OUR SITE DIRECTORS



As the Site Director of Baby Toddler Nursery it gives me great pleasure to work for an organization that has strong ties in the field of early care and education. 2020 has been a tumultuous year and as an organization we've been able to provide the very best of care to our children and families. We are living in one of the greatest potential threats to our educational system due to the COVID-19 pandemic. My heart goes out to all whose lives have been disrupted by this pandemic. Learning a new way of doing and being has brought me full circle to my purpose and as an early childhood educator.

I can and I will continue to be a sounding board and work hard to build strong collaborative partnerships with staff, children, families and the community.

*"A child's play is not simply a reproduction of what he has experienced, but a creative reworking of the impressions he has acquired" -Vygotsky*

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



As the Site Director for Teen Baby Nursery and the Family Support Program I truly appreciate the opportunity to observe and oversee the growth and development of our youngest learners, and the advocacy that our parents/caregivers display each and every day. 2020 has proved to be quite a year for us all.

Despite everything that has happened throughout the year and in light of the many changes we have all had to make, one thing for sure is that we have all displayed a huge degree of courage and resilience. This pandemic has changed the ways that many of us move about our day and has caused us to adapt to a new normal, a new way of advocacy and most importantly a new way of learning.

My commitment to our program is to further support and guide our staff, children and parents in their educational journey and to provide the best care and education possible, so that the educational foundation we have laid helps guide them on a lifelong journey of success.

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.



# OUR WORK

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**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, NAEYC accredited child care and early education facilities — Baby Toddler Nursery and Teen Baby Nursery — and provides comprehensive parenting support and education through our Family Support Program. In our centers, 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, care-taker, and champion for all of 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.



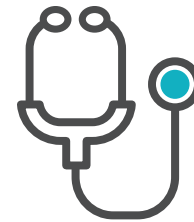
# OUR FISCAL YEAR: 2020 IN NUMBERS



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



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



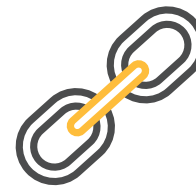
**169 children** received regular developmental screenings. All center-based children had medical exams and dental screenings when age-appropriate



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



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



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



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



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



**69 children** were served by the Family Support Program.

## OUR ACCOMPLISHMENTS

- The Infant Welfare Society of Evanston started off the year eager and optimistic with a renewal of our Early Head Start Contract and agreement with School District 65. We successfully negotiated a contract that helped to solidify our federal funding position and Early Head Start programming for the coming years.
- IWSE held our first annual Mardi Gras celebration in late February 2020. This was our first gala event in Rogers Park at the Mayne Stage. We really had a wonderful evening with two live bands, silent and live auction and some amazing New Orleans style cuisine. We raised over \$100,000.00 with 200+ guests. During the event we honored Dave Davis from Northwestern University as our Community Champion and Mary Beth Roth as our Volunteer Champion.
- In March of 2020 the country became aware of the Coronavirus and Child Care programs were closed by the State of Illinois on March 15th. We began 100% remote learning with our children and families. Our staff had to shift to Zoom meetings, Facetime and phone calls. On-line learning, communication and support was a challenge to navigate, but our staff maintained positive and supportive relationships with their children and families.
- We also became clear on many of the crisis needs of our families. We began shifting some of our support to emergency services. Starting in April we began hosting drive-thru emergency aid in our Main Street parking lot with distribution of diapers, wipes, toiletries and \$100 gift cards. We raised over \$75,000 in emergency assistance that was distributed over the next five months. Support was provided to families and staff that were in need.
- In 2020 we officially completed construction on the "Tom Kendall Gross Motor and Play Space". This 750 square foot space provides opportunity for gross motor indoor play for our children and allows for additional indoor space that we desperately needed during winter and inclement weather. We

were joined by the Kendall family, IWSE Board leadership and City of Evanston officials to cut the ribbon and officially welcome this wonderful addition to our facility.

- Due to the economic challenges and hardships with State funding, IWSE applied for and received the Federal PPP loan for \$350,000.00. These dollars were critical to support our loss of revenue and fundraising due to the pandemic.

## The way we work, 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 reopened our facilities in July with a plan in place for safety, health and the security of all of our children and staff. PPE, masks, shields, plexi-glass barriers, hand sanitizer, social distancing and fogger machines changed how we operated.
- 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, every child was screened for development 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) Developmental Screening Tool.





**IWSE IS AN ADVOCATE,  
CARE-TAKER, AND  
CHAMPION FOR  
CHILDREN AND  
FAMILIES IN OUR  
COMMUNITIES.**

## **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 as well as being involved in the processes of their young educational experience. 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 child-care, transportation and meals, if applicable), including:

- Monthly parenting workshops and activities around a variety of topics, including adult education, 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

Due to the COVID-19 global pandemic our family engagement ended the year looking quite different. In order to maintain consistency and connections with our families, we switched to remote activities for both parent and child. Educators quickly learned new technology and adapted classroom curriculum to the new reality. With these accommodations, families were able to stay actively engaged in critical early education and development with our programs. Additionally, many families experienced hardships and IWSE was able to provide assistance with a weekly drive up for essential items such as diapers, formula and other emergency support.



## 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 to also learn the importance of being actively involved in their children's early education. With the help of our Family Advocate we help connect families to resources that are specific to their own individual needs, including homelessness, unemployment or domestic disturbances.

This year technology allowed continued, safe engagement with our partners, including the Moran Center, Metropolitan Family Services, Connections for the Homeless, Bundled Blessings, Share Our Spare, and many more.

The IWSE Executive Director, Stephen Vick, serves on the steering committee of the Evanston Early Childhood Council (EECC). IWSE is the fiscal agent of the Council. They regularly meet in Evanston and work with over 40 early childhood centers, both full day and half day programs, throughout the city.

IWSE also serves on the steering committee of the Early Childhood Alliance in Skokie/Morton Grove with over 30 participating partners and organizations.



**The collaboration between early childhood staff, families and community agencies builds positive relationships that support parents' progress toward their goals for themselves and their children.**



## 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.**

Therapies and weekly multidisciplinary meetings have been conducted remotely. Reduced classroom sizes allow for social distancing, and PPE equipment is available at every area of the centers. Continual cleaning and disinfecting and ongoing training ensure the safest environment for all children and staff at IWSE.



**EARLY CHILDHOOD  
DEVELOPMENT AND  
EDUCATION ARE KEY  
DETERMINANTS OF FUTURE  
HEALTH AND WELL-BEING.**

**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-Emotion 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 became even more 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 2020

In March of 2020 after being closed temporarily by the State of Illinois due to the Coronavirus Pandemic, IWSE shifted its services to provide emergency support to our families. We raised over \$75,000 in direct aid to IWSE families and teachers in need. We want to give a special thank you to the following organizations and foundations:

### **Evanston Community Foundation**

Provided over \$29,000 in direct aid to families and staff

### **Chicago Community Trust/United Way Of Illinois**

Provided \$25,000 in direct aid to families and staff

### **The FDC Foundation**

Provided \$15,000 in direct aid to families and staff



**Thank you to all of these amazing organizations and the hundreds of individual donors that supported our emergency drive on GoFundMe and our IWSE website. We would not have been able to provide these critical dollars and needed resources without you!**



# IWSE'S 2020 EVENTS & FUNDRAISERS

## 1ST ANNUAL MARDI GRAS GALA EVENT

In February, before our awareness of the COVID-19 Pandemic, IWSE held our 1st Annual Mardi Gras event. It was a fantastic gala that will be remembered for the amazing venue, music, New Orleans cuisine and festive atmosphere. IWSE raised over \$100,000.00 in support of our children, families and programming. Thank you to all of our wonderful guests, generous donors and committed sponsors!



## OUR TEAM

### LEADERSHIP AS OF JUNE 30, 2020

Stephen Vick  
*Executive Director*

Buket Ozer  
*Director of Administration*

El Cabrel Lee  
*Director of Development & Communications*

Cara Strong  
*Finance Director*

Pamela Staples  
*Site Director, Baby Toddler Nursery*

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

Mary Grace Acheron  
*Master Teacher*

Maribel Lagunilla  
*Administrative Assistant*

## VOLUNTEERS

Kyle Born  
Jeremy Cho  
Sandra Cohrs  
Maria Fowkes  
Keylon Hampton  
Ariana Hampton-Marcell  
Jarrad Hampton-Marcell  
April Hayes-Jones  
Brittany Johnson  
Samanvi Kanugula  
Richard Lanyon  
Robert Nash  
Kai Ramirez

Judith Rosenthal  
Mary Beth Roth  
Lily S.  
Barbara Schechtman  
Sally Schwarzlose  
David Strong  
Tonia Thompson  
Alex Vick  
Camila Vick  
Marlene Vick  
Olivia Vick  
Neva W.  
Jamil Rivera

## DEVELOPMENT COMMITTEE

Julia Rancke  
Kerri-Simone Adedeji  
Beth Bodan  
Terri Drews  
Joanne Edid  
Helen Hilken  
Louise Keely  
Ann Mommsen  
Marsha Richman

## BOARD OF DIRECTORS

Marsha Richman  
*President*  
Early Childhood Education Specialist

Shelley Keller  
*Vice President*  
Strategy Consultant

Jack Close  
*Co-Treasurer*  
Vice President, Byline Bank

Nicole Van Laan  
*Co-Treasurer*  
Controller, Northwestern University

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

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

Kerri-Simone Adedeji  
*Marketing & Communications Committee Chair*  
Life Coach, Marketing Consultant

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

Steve Adams  
Head Librarian, Science and Engineering Library, Northwestern University

Lauren Barney  
Managing Director and Senior Counsel

Beth Bodan  
Consultant and Project Management

Laura Born  
Professor, Booth School  
University of Chicago

Terri Drews  
Beyond the Baby Blues, Social Worker

Louise Keely  
Principal, Ernst & Young

Sandra Punda  
Relationship Manager, Byline Bank

Mollie Bass  
Threes Teacher, Beth Emet

Helen Hilken  
Retired, Nonprofit Management and Development



## COMMUNITY PARTNERSHIPS

In 2020 we partnered with two amazing organizations that supported our families with emergency supplies, clothes, diapers, toys, books and other goods. Both of our classroom-based programs worked with Cradles to Crayons in Evanston and our Family Support/Home Visiting program in Skokie/Morton Grove was supported by Share Our Spare. Thank you to these two incredible organizations and all of their efforts in support of our IWSE families and children!

**Cradles  
toCrayons**

**Cradles To Crayons  
\$22,704**

ITEMS	# DISTRIBUTED
ARTS & CRAFTS	40
BOOKS	49
CLOTHING	58
NURSERY	456
OUTERWEAR	7
OUTERWEAR ACCESSORIES	3
SEASONAL FOOTWEAR	42
TOYS	33
<b>SUBTOTAL</b>	<b>688</b>

**shareourspare**

**2020 Share Our Spare  
Distribution Report**

ITEMS	# DISTRIBUTED	SUM OF VALUE
DIAPERS	2,724	\$980.64
ESSENTIALS	54	\$322.00
GEAR	5	\$77.50
KITS	10	\$1,000.00
OTHER ITEMS	509	\$12,201.00
WIPES	1498	\$44.94
<b>TOTALS</b>	<b>4,800 ITEMS</b>	<b>\$14,626.08</b>





## COMMUNITY PARTNERS

Baby Talk, Inc.  
Bundled Blessings  
Warren Cherry Preschool  
Learning Bridge Early Education Center  
Child and Family Connections  
Childcare Network of Evanston  
Cradles 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 Health System  
Evanston Latinos  
Evanston Public Library  
Evanston Rebuilding Warehouse  
Evanston Township High School  
Family Center at District 65  
Family Focus  
Kohl's Children's Museum  
Metropolitan Family Services  
Morton Grove Public Library  
Mosaic Early Childhood Center  
National Louis University  
Niles Township Department of Special Education (NTDSE)  
Northeastern Illinois University  
Northern Illinois University  
Northwestern University  
Reba Early Learning Center  
Share Our Spare  
Skokie Public Library  
Skokie School District 69  
St. Mary's Quilters  
Lynda Thill, MA, CCC-SLP  
United Way North Shore  
University of California-San Francisco  
University of Chicago  
University of Illinois at Chicago  
Village of Skokie  
Youth Job Center  
YWCA Evanston/North Shore

## GOVERNMENT SUPPORT

Illinois Department of Children and Family Services  
Illinois Department of Human Services  
Childcare Network of Evanston, for the State of Illinois Pre-K Contract  
Illinois State Board of Education  
Child and Adult Care Food Program  
City of Evanston: Mental Health Board  
City of Evanston: Community Development Block Grant  
Evanston Township High School  
US Department of Health and Human Services, via contract with Evanston/Skokie School District 65

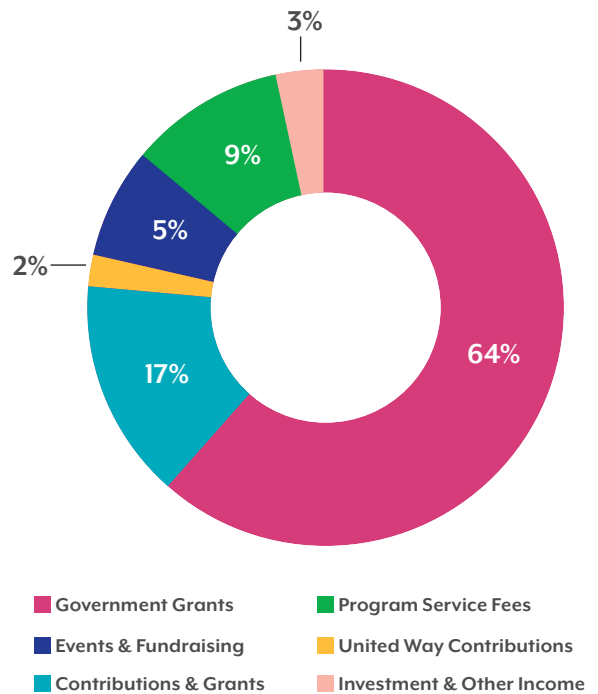


# FINANCIAL INFORMATION (AUDITED)

JULY 1, 2019 – JUNE 30, 2020

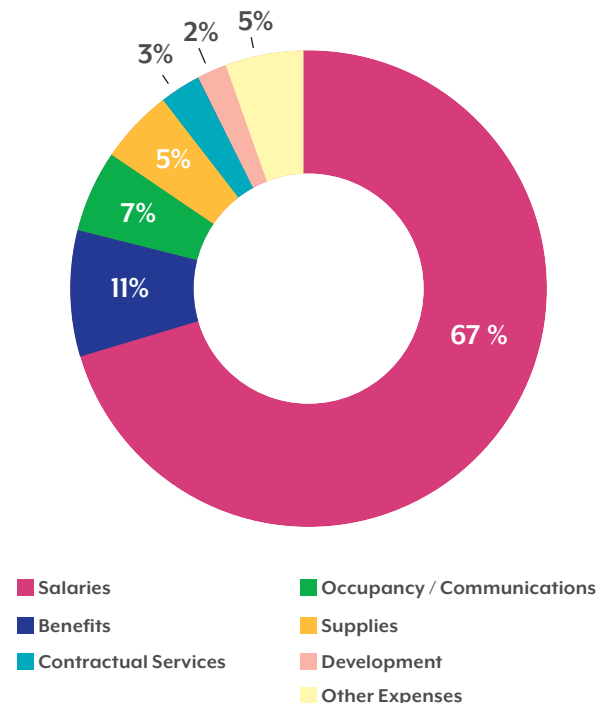
## Revenue

Grants from Government Agencies	\$1,861,783
Contributions and Grants	\$506,809
United Way Contributions	\$57,400
Special Events and Fundraising Activities	\$159,815
Program Service Fees	\$253,015
Investment & Other Income	\$77,670
<hr/>	
<b>Total:</b>	<b>\$2,886,492</b>



## Expenses

Salaries	\$1,845,749
Benefits	\$296,322
Contractual Services	\$99,848
Occupancy / Communications	\$189,794
Supplies	\$137,609
Development	\$55,147
Other Expenses	\$141,055
<hr/>	
<b>Total:</b>	<b>\$2,765,524</b>



Administrative Rate: 11%

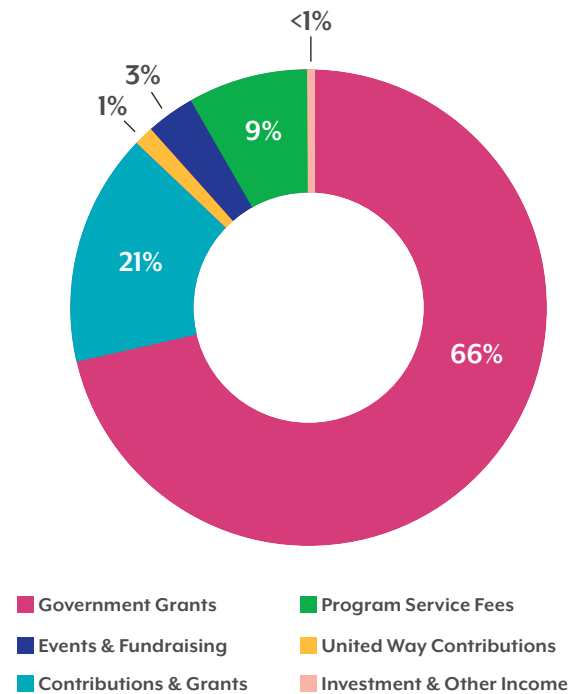
# FINANCIAL INFORMATION (BUDGETED)

JULY 1, 2020 – JUNE 30, 2021

## Revenue

Grants from Government Agencies	\$1,924,620
Contributions and Grants	\$594,238
United Way Contributions	\$40,180
Special Events and Fundraising Activities	\$92,000
Program Service Fees	\$251,878
Investment & Other Income	\$2,797

**Total:** **\$2,905,713**

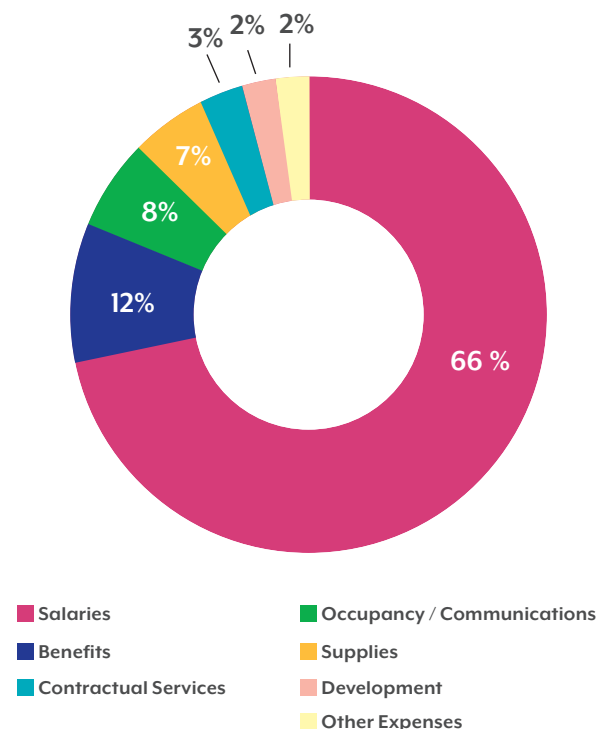


## Expenses

Salaries	\$1,929,158
Benefits	\$346,483
Contractual Services	\$105,486
Occupancy / Communications	\$225,121
Supplies	\$193,998
Development	\$60,435
Other Expenses	\$75,153

**Total:** **\$2,935,834**

Administrative Rate: 12%





## DONORS

### \$50,000+

Evanston Community Foundation  
George R. Kendall Foundation  
United Way of Metropolitan Chicago

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

FDC Foundation

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

Finnegan Family Foundation  
John R. Houlsby Foundation  
Sean and Michelle Johnson  
Kenilworth Union Church

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

Anonymous  
The Allyn Foundation, Inc.  
Mammel Family Foundation  
The Patrick and Anna M. Cudahy Fund  
Joseph and Bessie Feinberg Foundation  
Mary and Paul Finnegan  
Helen Hilken  
Louise Keely  
Marsha Richman and Richard Lanyon  
Nicole and Ben Van Laan  
Lois Vick

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

Byline Bank  
Beth and James Bodan  
Laura and Kent Born  
McMaster-Carr Supply Co.  
Hagerty Consulting  
Dan and Suzanne Kanter  
Edward and Shelley Keller  
Northwestern University  
Allison and Kenneth Powers  
William and Eleanor Revelle  
Mary Beth Roth  
Christopher Edward Ward  
Ernst & Young

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

Abbvie Employee Match  
Mark and Patty Barbato  
Mollie Bass  
Elizabeth Beidler Tisdahl  
Directed contributions through Benevity Giving  
Stephanie Bryant  
Emily Corbett and Allan Allweiss  
Ann and Russ Covode  
David and Julie Cutter  
Joanne Edid and Donald Hey  
Evanston Capital Management  
James Goodman  
Stuart and Susan Handler  
Rick Hemwall  
Kadens Family Foundation  
Peter and Carolyn Mattox  
John and Ann Mommsen  
North End Mother's Club  
Polk Bros. Foundation  
Selma Richman  
Rich and Sara Silver  
George and Lynne Simon  
Jonathan and Karen Skinner

Bill and Ingrid Stafford  
Ronna Stamm and Paul Lehman  
Rhonda Stein and Ed Smolevitz  
Eli and Rachel Zimet Strick  
Matt Tevenan  
Veneziano Family Charitable Fund  
Marlene and Stephen Vick  
Walder Philanthropies  
Thomas Ward: Ward Manufacturing Company  
Calvin Willard  
Wintrust Financial Corporation  
Anonymous (2)

### \$500 - \$999

Kerri-Simone and Adedapo Adedeji  
Lauren Barney  
Jane Neumann and Steve Bogira  
Nathan and Barb Brown  
John J. Cahill, Inc.  
Curtis L. Carlson Family Foundation  
Cintas  
Jack and Pat Close  
Sarah Darnton  
Julianne and Mark Dieterich  
Teresa Drews and Edwin Getz  
Maralyn Edid and Lawrence Blume  
Kristen Ekeland  
Family Action Network  
Judith Foster  
Arden Handler  
HEART Certified Auto Care  
Mr. and Mrs. William Jackson  
Allan and Loretta Kaplan  
Keyth Security  
Sara and Kip Kirkpatrick  
Sharon and Gerald Komlofske  
Sarah McCarthy and Dermot Collins  
Network for Good  
Cheryl Rohlf and Associates, Ltd.  
Romano Bros.  
MJ and Peter Serene  
Cathy Shaw  
Charles and Beverly Shaw Foundation  
Robert and Mary Womsley  
Vista National Insurance Group, Inc.  
Anonymous

### \$250 - \$499

Bella Cosa Jewelers  
Clay Brock  
Diane Brown  
Don Budzinski and Ron Sangthong  
Ben Buettell  
Steven Bussolari  
Tiffany Culpepper  
Dengeo's  
Caroline Devlin  
American Endowment Fund  
Mark and Diane Falanga  
Marin and Kate Gjaja  
Joel and Geri Goldberg  
Robert Perry Jones  
Lisa and Bill Kohr  
Daniel and Susan Maslauski  
John and Mary Mooney  
Mary and Robert Moran

Gary Neilson and Trudy Havens  
Mary MacGregor  
Northern Trust  
Kim Perutz  
Melissa Pinney  
Irwin and Jill Polls  
John and Julie Rapisarda  
Sharyn and Ed Reiff  
Alan Riggs  
Bob and Karen Rutigliano  
David Snyder and Margaret Salamon  
Barbara Schechtman and Chris Thale  
Dione Stolarski  
Becky and James Sulecki  
Ten Thousand Villages  
Bonnie Zanger  
Anonymous (5)



**\$100 - \$249**

Marilyn Adams  
Katherine Agonis  
Eugenie Allen  
Erica Anderson and Bill Nortz  
Marisol Aquino  
Mrs. Lloyd Aubry  
Chris and Dennis Baer  
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