



2016 ANNUAL REPORT



Changing their

STORIES

Youth who have suffered trauma
can become our future leaders

UCAN's **VISION**

Dear Friends:



We have all experienced the intimidation that often comes along with major life changes. The unknown can be scary, and even under some of the most challenging circumstances, humans lean towards the familiar. UCAN is built on the principle that resiliency, created in the face of this fear, has the capacity to foster future leaders.

It has been interesting, in my 26 years of service to UCAN, to witness the evolution of our agency alongside the transformations of so many of the young people we serve. UCAN originated and changed dramatically on the tails of two traumatic events – the Civil War and the Chicago Fire. We found healing through the generosity of an endowment from the Uhlich family and enrichment from partnerships with government and community agencies over the course of our history. Metaphorically, this progression mirrors UCAN's clinical philosophy and continuum of care when serving youth and families. We have proven that the act of one caring voice or one innovative program can be enough to impart change and instill resiliency.

Today, UCAN is well positioned, beaming with pride about our past and a secure sense of hope for our future. We have weathered historically challenging financial pressures and even increased program revenue and assets. As you spend some time looking over our most recent successes, I'd like to highlight a few of those of which I am most proud as I begin my new role as CEO:

- This year brought about a review period through the Council of Accreditation, and UCAN received incredibly high marks. They described our services as integrated and holistic, our staff as passionate and knowledgeable, and our youth as supported, respected and safe.
- Our annual Youth Leadership Awards exceeded its highest fundraising goal to date by raising more than \$800,000 to directly support UCAN programming.
- Our Summer Youth Employment Program continued to raise the bar, serving over 350 youth during the months when they are most vulnerable to violence and neglect.
- Possibly the biggest change for UCAN in recent history was the move of our headquarters and several programs to Chicago's North Lawndale community, which we expect to have a positive and lasting impact on the city's West Side.

I am thrilled that UCAN continues to attract employees, board members, volunteers and donors like you who are filled with such incredible compassion. You are helping us to communicate the need and reach for higher excellence in trauma-informed healing, education and empowerment. In short, you are making positive change a possibility for over 11,000 youth and families in Chicago. Thank you for your continued support.

Sincerely,

A handwritten signature in black ink, appearing to read "Zachary W. Schrantz".

Zachary W. Schrantz

CEO

Making a change through... INNOV



INNOVATIVE PROGRAMMING

UCAN works with youth in the care of the state's child welfare system and those transferring out of the state's care to help them live independently. We also work with schools and in the community to provide youth with an array of supportive services that guide them in making smart decisions and provide them with tools for future success. We work with the families of these children to enhance the full spectrum of support. UCAN provides a continuum of care that enables youth to move from one program to another as their needs change, sparing them the transitions and gaps caused by moves through multiple agencies. All of our programs are united by a common clinical philosophy, which ensures that our approach to healing is cohesive and consistent.

HEALING TRAUMA

UCAN provides a core of counseling services and staff member support for families suffering separation, abuse and neglect. The nature, extent and impact of trauma are unique to each youth we serve. Abuse can be physical, sexual and/or emotional. Neglect is characterized by unmet physical and emotional needs.

- Counseling and Youth Development Services
- Therapeutic Residential Services

BUILDING STRONG FAMILIES

UCAN provides services and resources for foster care, teen parenting and family education. The goal is always to engage a young person's immediate family members in these services and provide all parties with a high level of guidance and support during their difficult transitions and obstacles.

- FamilyWorks
- Foster Care Program
- Foster Grandparents Program
- High-Risk Infant Program
- Parenting and Family Education
- Partners in Parenting
- Teen Parenting Service Network

EDUCATING & EMPOWERING YOUTH

UCAN designs these programs to assist youth in any aspect of their education, including traditional schooling, leadership training, career readiness and self-sufficiency. We empower our youth by assisting them in identifying and building on their strengths. We encourage a sense of independence for our youth and instill hope for their future.

- Alumni Services
- Career Services
- Diermeier Future Leaders Now
- Independent Living Arrangements
- Transitional Living Program
- Transitional Teen Services
- UCAN Academy
- UCAN Connects
- UCAN Educational Support Program

PREVENTING VIOLENCE

UCAN's Violence Intervention and Prevention Services programs empower young people to create life-changing opportunities that ensure safer futures. We work with schools and other community partnerships to build resilience, influence behavior and reinforce learning opportunities for avoiding the pitfalls of violence.

- 360° Model
- Phenomenal Woman
- Project Visible Man

INNOVATIVE

Making a change through... A



CONTINUUM

CONTINUUM OF CARE

MAKING CONNECTIONS

After witnessing the loss of his best friend to gun violence at the age of 15, Kyle* became distant from family members and hostile towards his teachers and peers. After a number of altercations, a concerned teacher reached out to connect Kyle with a mentor through UCAN's **360 Community Program**.

Kyle's mentor Devin, provides guidance by talking with him about the challenges he faces and how to best handle difficult situations; and supports him through disciplinary hearings.



ADDRESSING TRAUMA

Recognizing that Kyle is still struggling with the trauma he experienced, his mentor recommends clinical therapy. Through UCAN's **Counseling and Youth Development Services** Kyle is able to speak about his feelings in more detail and learn vital coping mechanisms for facing difficult situations.

EMPOWERING LIVES

By age 16, Kyle begins to re-establish positive relationships with his family and friends and regain an interest in school. He joins **Project Visible Man** and there he begins to thrive. Through the program, his strengths are affirmed and he develops a more positive self-image. Being exposed to positive male role models from various walks of life inspires Kyle to strive to achieve more than he thought was possible. Kyle discovers an interest in real estate and entrepreneurship.

EXPANDING OPPORTUNITIES

At 17, Kyle begins working with UCAN's **Summer Jobs and Beyond** program where he receives job readiness training. He secures a summer placement where he provides clerical support for a real estate office. Pleased with his performance, he is asked to return in the fall. Kyle expands his professional network and gains invaluable experience that places him on a path to success.

*Kyle is an example of a youth served by UCAN's programs which are interwoven to create a Network Advantage to provide the best possible outcomes. When staff members communicate, information is shared and clients' needs are met at an exceptional level.

Making



a change through...HEALING

"I first started getting therapy when my grandfather died and I was getting bullied in school." These words come from 17-year-old D'aveion who, three years after coming to UCAN, has been able to find happiness and a support system despite experiencing significant loss and antagonism from her peers.

UCAN's **Counseling and Youth Development Services** provides outpatient therapy to youth, adults and families to help address issues such as abuse, neglect, behavioral problems, separation and loss. These services are offered in the home, in school and at various UCAN community locations. Treatment plans are designed to meet the specific needs of each client.

"I don't really talk to anyone at school, so when I get a chance to talk to my therapist I just let everything out," D'aveion explained.

Once D'aveion found success through her therapy sessions, she was referred to UCAN's **Phenomenal Woman** mentoring program, which is designed to help young women navigate the sometimes difficult journey into womanhood.

"Phenomenal Woman is just so good. It is a group of about 12 of us. We're like sisters. Rheba (who runs the program) gives good advice," stated D'aveion.

Just as D'aveion was getting back on track, life threw her another curve ball. Although her mother had been battling an illness for some time, her death came unexpectedly. D'aveion found strength in her newfound support system and was comforted by the care she received from her connections at UCAN. "My mom asked me if she died how I would feel and I did not know. I could not answer that. I told Ms. Rheba that

and she told me to prepare myself for it. I prepared myself a little but I did not expect her to leave so soon. What Ms. Rheba said helped me."

D'aveion also explained that since her mother's passing she has not been back for an official counseling session because she has not wanted to talk about the death. However, her therapist often checked in to make sure she was not in need of anything and suggested she write any thoughts she felt she couldn't share in a journal.

"When my mom died, half of the group (Phenomenal Woman) saw it on Facebook and sent me a message to tell me they were sorry for the loss. Then when Ms. Rheba found out she sent a text to the whole group to ask them to support me and they did. That was very comforting."

D'aveion explained, "Phenomenal Woman has helped me be more trusting. Therapy was good because I could open up to my therapist and it helped me learn coping mechanisms."

Since coming to UCAN, D'aveion has been able to build essential communication skills and interact with young people from outside of her normal peer circles. In 2016, she joined UCAN's **Youth Peace Summit Council** and helped plan their annual event and served as a workshop facilitator.

"UCAN is important to me because they help mentor kids. They helped me get through tough times."

Making a change



Photo Credit: iStockphoto

through...OPPORTUNITY

As a high school freshman, Tondalayer secured her first job through UCAN's **Summer Youth Employment Program** at the Target store in Chicago's Goose Island neighborhood. Because of the store's controversial location on newly developed land, there was ample media attention surrounding the opening and the job came with some unexpected benefits for Tondalayer.

"I was able to improve my communication skills. I sat down with the mayor (Rahm Emanuel) and he interviewed me and I spoke about being a UCAN success story. I also took pictures and it was in the newspaper," she recalled.

Working with UCAN's **Workforce Innovation and Opportunity Act** program, Tondalayer also gained employment experience through placements at McDonald's, Gate Gourmet at O'Hare International Airport and summer positions at a daycare center.

UCAN's Workforce Development team prepares youth ages 16-24 for employment success through job readiness training, coaching and placement assistance. These services help youth gain valuable work experience, promote economic self-sufficiency, build positive relationships and retain employment. In 2016, UCAN's Workforce Development Program made significant strides through new government and private partnerships on the local level.

"Out of all the positions, I found that I like office work the most. I've been able to interact with the community and meet with people who need resources," reflected Tondalayer, who was hired in the fall of 2016 through **Summer Jobs and Beyond** as a clerical assistant within UCAN's Workforce Development department. Summer Jobs and Beyond is an expansion program, intended to provide youth who participated in the initial programming with long-term placements throughout the year.

Outside of employment placements, UCAN has played an integral role in helping the now 20-year-old mother navigate through several obstacles. "From the beginning, my caseworkers have helped me with some of my personal situations in my life. I had a rough past so I have been able to communicate with my caseworkers to help me get through it," she stated.

Tondalayer recalled when UCAN staff went beyond the call of duty to help her in a time of need. "My mom and I are the best of friends but we can't get along living together. She kicked me out. I came here and the caseworkers saw that I needed help and they gave me baby clothes and provided us with food. They also connected me with a shelter."

Despite her struggles, Tondalayer envisions a bright future for herself and her two young children. "I fell a little behind in my college studies after having my first baby but I plan to finish the CNA (certified nursing assistant) program and then become an RN (registered nurse)."

"UCAN will work with you as much as they can and they have many programs that can help. UCAN is a very supportive environment."

ITY

Making a change



through... EMPOWERMENT

Growing up in the care of the state since age 10, Paris did not have the same support system that many young adults her age are able to rely on when faced with life's many challenges. Coming to UCAN at 19 while in her seventh month of pregnancy, she received services to equip her with life skills to gain independence and successfully transition into adulthood.

UCAN's **Alumni Services** team helps to prepare youth for independent living by offering a consistent presence through ongoing case management, housing and employment services. To safeguard a successful transition, UCAN staff work across departments to assist youth with accessing counseling and childcare services as needed.

"I have benefited a lot from the **TPSN (Teen Parenting Service Network)** and Alumni programs. I would almost go as far as to say they have been a saving grace," Paris stated candidly.

UCAN's counselors recognized Paris's goal-oriented attitude and challenged her to stay focused despite being a young mother. "I have received valuable life lessons and feel like I have a team. I don't need anyone to solve my problems but just having someone to hear me and not feeling like I am invisible or I don't matter means a lot. Almost as much as having a job lead," she explained.

Referencing how UCAN has helped her prepare for a career, she articulated, "Tim (UCAN Alumni Services coordinator) has talked to me about building my network and references. The internship that I do right now was a really good connection. Tim reminds me all of the time to focus on the small steps and understand that Rome was not built in a day. Making those progressive steps towards setting goals and completing them has done wonders for my self-esteem and confidence."

Equipped with the support system of UCAN and a determination to succeed, Paris is on the road to accomplish great things. "My immediate short-term goal is to obtain an armed security license in order to work and build the funds to start saving for my own business."

She concluded, "I am too headstrong to work for someone else and I have too much to bring to the table. I am using my current position to gain knowledge on what it takes to own and run a business. I am getting invaluable information."

"It is real hard being on your own, especially when you go from being a youth in care. No one is waking you up, sending you job leads or telling you to go to school. Not having the privilege of coming from consistency prior to UCAN, prior to being a youth in care, the support has meant a lot to me"

MENT

Making a change through...

INVEST



TMENT in the community

The word “intention” can hold many meanings. Most commonly, it is synonymous with the strategy and execution of a plan. UCAN’s intention has never been more targeted as our recent five-year effort to help revitalize North Lawndale and make a positive impact on the trauma violent crime inflicts on youth and families in that community. Research indicates that we must intervene with youth between ages 12-24 before they fall into the criminal system, gang structures, and other negative influences.

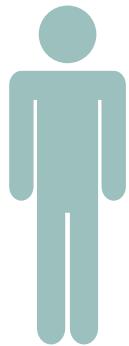
So far we've seen the following success from our five-year investment:

- Through systems integration of county, city and local resources, UCAN’s efforts to create the **Peace Hub** have offered a coordinated infrastructure for service providers to access and share resources while addressing each youth’s individual needs.
- The construction of **UCAN’s Drost Harding Campus** has yielded the Diermeier Therapeutic Youth Home, a state-of-the-art facility for youth who have suffered trauma to heal and grow, and the John D. and Alexandra C. Nichols Program and Administrative Headquarters, which has enabled our services to become more centralized, providing expanded outreach for youth leadership and violence prevention programming; clinical, counseling and family support services; and workforce development initiatives.
- The number of **partnerships and collaborations** we’ve forged with North Lawndale residents, businesses, clergy, nonprofits, schools, and elected officials continues to grow steadily. UCAN’s employment of more than 100 North Lawndale residents to work in our Therapeutic Youth Home, 360 Community, Safe Passages and other program areas displays our commitment to making a sustainable impact in the community. Our presence and programs in the community have been overwhelmingly well received.
- While building the John D. and Alexandra C. Nichols Center, we expanded our minority- and female-owned business spending and continue to seek out opportunities to build relationships that support our **diversity and inclusion** efforts.

UCAN believes that our investment will create progress, and that this progress will continue to spread until our city is no longer defined by its homicide rate and all youth can find a healing path to successful futures. We believe our achievements will expand until our continuum of care is a national model. Social entrepreneurship programs, trauma-informed trainings for schools and homeless shelters, community engagement events, healing gardens, and many other initiatives will breathe new life into all of Chicago’s most disadvantaged neighborhoods. We’ve proven that change is possible when you get behind the right ideas and the right people. We are proud of our accomplishments and look forward to continuing this progress for the future.

INVESTMENT

Making an **IMPACT**



100%
OF YOUTH

from the **Diermeier Future Leaders Now** program said they are more likely to set future goals.



94%
OF YOUTH

who obtain services from UCAN believe that they are supported in making healthy choices.



85%
OF YOUTH

from UCAN's **Transitional Teen Services** are discharged with positive social supports.

98% of youth from UCAN's **Violence Intervention and Prevention Services** programs made progress on personal development goals related to safety, education, employment, community engagement, and developing supportive relationships with others.

95% of **FamilyWorks** youth believe that UCAN has helped them make positive decisions in their life.

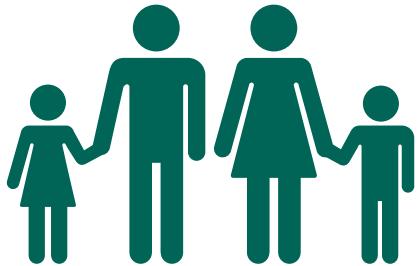
87% of new **Counseling and Youth and Development Services** clients are engaging in a treatment plan.

80% of youth in UCAN's **Alumni Services Program** are making progress on their Individual Development Plans.

UCAN YOUTH SAY... “If it weren't for UCAN, I'd be locked up or dead.”

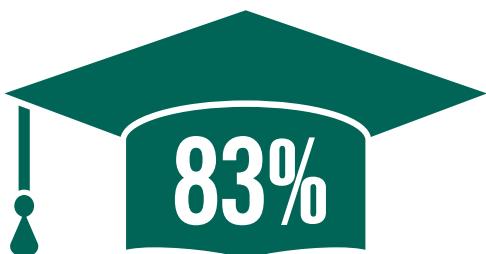
“I feel more safe this summer compared to last summer because we had mentors that were protecting us and everything we did was a positive vibe.”

“I didn't really know how to control my anger and now I realize I have control over that.”



UCAN served and impacted
11,682 YOUTH & FAMILIES
in fiscal year 2016.

We trained over **200 STAFF MEMBERS** from our community partner organizations on trauma-informed care.



83%
OF SENIORS
ATTENDING
UCAN Academy are
on track to graduate

73%
OF UCAN'S
HIGH-RISK YOUTH
remained arrest-free
during the 2015-16 year

88%
OF UCAN YOUTH
stated they would
refer others for
services at UCAN

IMPACT

UCAN's history and... GROWTH

1860's

In the early 1860's, as men left to serve in the Civil War, the members of St. Pauls United Church of Christ made a promise to care for the children of fallen soldiers. This promise was the spark to ignite the idea of UCAN.

1867

In 1867, Mr. and Mrs. Carl Gottfried Uhlich announced the donation of a large piece of property that would perpetually endow our first youth home that housed 30 children.

1872

Just two years later, as news of the Great Chicago Fire spread throughout the nation, donations poured in to help defray the cost of reconstruction. In 1872, a home was built at Burling and Center streets, which housed our youth for the next 56 years.

1924

In 1924, a campaign was started for funds to build a new home. Mr. and Mrs. Carl Buehler generously donated 10 large city lots in the 3700 block of North California and ground was broken in 1927.

1965

With the establishment of the Illinois Department of Children and Family Services in 1965, Uhlich Children Home's enrollment became almost completely that of wards of the state.

2002

In 2002, Uhlich Children's Home changed its name to Uhlich Children's Advantage Network (UCAN) to reflect the wide variety of services provided, and in 2004, UCAN merged with FamilyCare of Illinois, another agency with a rich history.

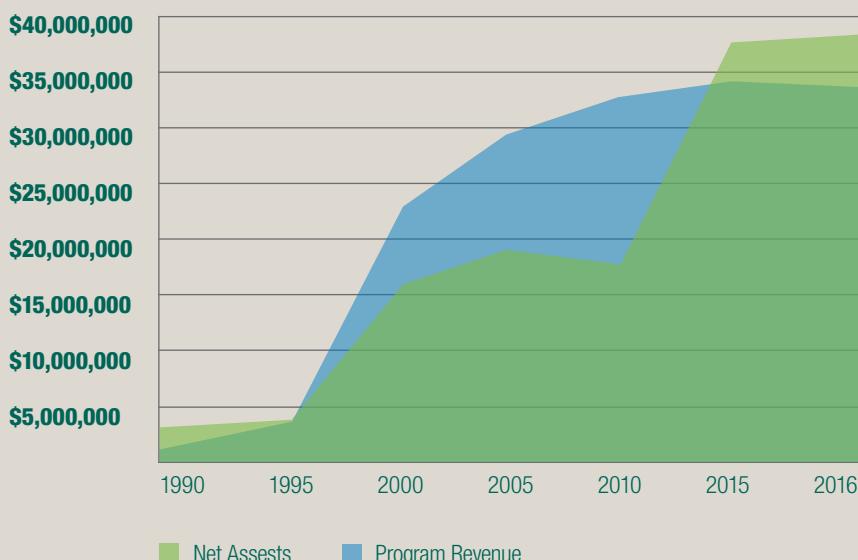
1987

Tom Vanden Berk takes over as CEO of UCAN and has a new vision for the organization. Through his leadership the organization was put on a path for tremendous growth from a small orphanage to an organization serving the varying and growing needs of youth and families in Chicago.

TODAY

Today, we are officially known as UCAN, and are fully operational at our new headquarters in North Lawndale where we continue to meet the critical needs of at-risk youth and families. As we approach our 150th anniversary, we aim to celebrate and nurture our rich and vibrant history with the city of Chicago.

HISTORICAL GROWTH IN PROGRAMS & ASSETS



Strong fiscal stewardship is one of UCAN's core values. Despite historically challenging financial pressures, UCAN remains focused on short- and long-term financial sustainability. It is critical that we increase and diversify resources to pursue our mission and vision. Over the past several decades, we have successfully grown program revenues and net assets. The completion of our North Lawndale campus in July 2016 highlighted the next step in this effort. We are well positioned to respond to current program service needs and have built a campus that will serve our youth and UCAN for decades to come.

2015/2016 FINANCIAL HIGHLIGHTS

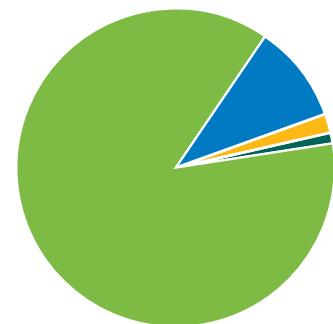
FISCAL YEAR 2016

STATEMENT OF FINANCIAL POSITION

As of June 30, 2016

Total Assets	\$61,067,666
Total Liabilities	\$22,892,193
TOTAL NET ASSETS	\$38,175,473
TOTAL LIABILITIES & NET ASSETS	\$61,067,666

SUPPORT



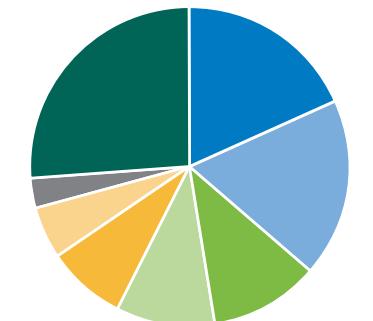
STATEMENT OF ACTIVITIES

For the fiscal year ending June 30, 2016

Revenue	
Program	\$33,331,349
Fundraising	\$4,215,178
Trust	\$598,506
Investment	\$184,279
TOTAL REVENUE	\$38,329,312
Expense	
Program	(\$34,110,332)
Fundraising, Support, Management & General	(\$5,061,549)
Gain on Sale of Properties	\$3,723,731
Loss on Investments & Trusts	(\$1,357,466)
North Lawndale Campus	(\$366,304)
Pension Plan Adjustment	(\$749,633)
CURRENT YEAR CHANGE IN NET ASSETS	\$407,759
Net Assets at Beginning of Year	\$37,767,714
NET ASSETS AT END OF YEAR	\$38,175,473

Financials reflect UCAN Operations only. Title Holding Company information not included.

PROGRAM EXPENSES



● Therapeutic Youth Home	25.89%
● Professional Foster Parenting	17.94%
● Transitional/Independent Living	17.71%
● Teen Parenting Service Network	11.10%
● UCAN Academy	10.41%
● Youth Leadership	8.27%
● Housing Support Services	5.67%
● Other Programs	3.01%

GROWTH

DONORS



NORTH LAWNDALE CAPITAL CAMPAIGN

The following pledges and/or gifts were generously made to the campaign for UCAN as of December 31, 2016.

\$1,000,000 +

Boeing Company
Diermeier Family Foundation
Kathryn and John Harding
Matthew and Elizabeth Kassnel
John and Alexandra Nichols

\$500,000 +

Chicago Community Trust
George and Beth Drost
Richard and Diana Fleming
Robert R. McCormick Foundation
Steans Family Foundation
Youth Campus

\$100,000 +

BMO Harris Bank
Bright Promises Foundation
The Canning Foundation
The Crown Family
First Nonprofit Foundation
Grant Healthcare Foundation
Pritzker Pucker Family Foundation

\$50,000 +

Adducci Family Foundation
Blue Cross Blue Shield of Illinois
Colleen and Ryan Bradley
Crown Family Philanthropies
Charlotte and Lawrence Damron
Lawrence and Barbara Hayes
Helen Brach Foundation
Mary and Charles Liebman
Krista Rivers
Zack and Lisa Schrantz
Jin and Diana Skogsbergh
USG Foundation, Inc.
Thomas and Kathryn Vanden Berk
Jeffrey and Deborah Winton

\$25,000 +

Alper Services LLC
Daniel and Delores Boehmer
Bruce Dotten
Terry and Annette Faulk
Gary and Jeanne Fennelly
Ricardo Knight and Wanda Grant Knight
Laurus Strategies
Robert and Gail Loveman
Michael Reese Health Trust
Elizabeth and Floyd Miller
Paul M. Angell Family Foundation
Steve and Tonya Pemberton
Curtis Spears
The Ruttenberg Charitable Foundation
VNA Foundation
Winnemac Properties
Woman's Aid Society of UCAN

\$10,000 +

Susan Barrett-Kelly and Peter Kelly
Yasmin Bates-Brown and Percy Brown
Markell Bridges
Richard and Ann Carr
Richard and Joan DeCleene
Dell
T. Bondurant and Hollis French
Bill and Lynne Luehrs
James Mabie
Eric and Robin Maddix
Mondelez International
O'Keefe, Lyons & Hynes, LLC
Jeff and Toni Palan
Fred Reid and Candida Miranda
Tracy and Noah Robinson
Russell Simmons
U.S. Cellular
Philip Warth
Douglas and Virginia West

\$5,000 +

Laura Angelucci and Jennifer Baker
Cameron Avery
Janice and Richard Bail
Steven Campbell
Matt and Margot DeFano
John and Stephanie Eisel
Joe Gallitano
Kevin Hynes
Kraft Foods, Inc.
Robert Lane

Motorola
Elena O'Connell
Brian Ripp
Vanita and Charles Stevenson
UBS

\$2,500 +

Keith and Kathleen Cardoza
John and Tracy Hill
Norman Kerr
Lefkofsky Family Foundation
Kathleen McCarthy
Bob and Jeanne McCarthy
Richard H. Driehaus Charitable Lead Trust
James and Laurie Richter
Claude Robinson
Christine Schaefer
Roger and Margaret Schrantz
Maria Vazquez
Lakecia Whimper
Matilda Wilhoite

\$1,000 +

Louise Bail
Kathryn and Paul Berghoff
Mary Beth Canfield
Alfredo and Ada Capitanini
Byron Clay
Code Family Foundation
Margarita Cordon
Kristy Renee Crawford
Gil and Jeanne De las Alas
Thomas Dyja
Michael Forster
Samantha Frost
Shawn and Theresa Gordon
Grainger
Larry and Susan Gundrum
Paul and Kerri Hagy
Corinne and Brendan Henry
Sherry Holland
Karen E. Johnson
Ronald and Sally Kinnamon
Marjory and James Kostoglani
Chaidan and Scott Leshinski
Kimberley Lueck
Hugh Mazza
Nacole Milbrook
Francisco Monzon
Dave Moore
Lydia Murray
Janice Nakao
Nuveen Investments Holdings
Rebecca and Michael Pellegrino
Pilgrim Lutheran Church
Rebecca Rainey
St. Pauls United Church of Christ
Gary Stark
Cherilyn Thomas
Robert Vicencio
Marcia Volk
Vanya Weglarz
Renita White
Stephen Winters
Clarissa Young
Nina and Brant Yung

\$500 +

Anonymous
Sabina and Saud Bangash
Ellen Benninghoven

Andrew Blair
Elisabeth Clinger
David Coleman
Rachel Cowen
Carol Cranfield
Ken Dalla Costa
Michael Davies
Kimberly Davis
Art Davis
Veronique Delemont
Derico & Associates, P.C.
Wardell Dodd
Dogone Fun Inc.
e-bullient technologies
Lisa Fehrenbach
Marcia Fetters
Mary Finnegan
Jamie Gallo
Sarah Garcia
Hedwig Golant
Walter and Angela Grauer
Joan Greco and John Fye
Joe and Jennifer Hadsell
Carla Hardy
Tiana Harris
Scott and Nicola Jackson
Lawrence and Winnie Kearns
Winifred Kearns
David and Dorothy McCarty
Alison Mittelman
Frank and Suzanne Mynard
Keisha Norris
Northern Trust
Marcia Opp
Mary Pappas
Linda and Stephen Patton
Anne Phillips
Germaine Reynolds
Edward Rust
Ernest Sawyer
Floyd Simpson
Lee Taylor
Robert Thomas
Kerry Thon
Hazel Vespa
Brian Walker
Elizabeth White
William Blair & Company Foundation
Rob Wisniewski
Pamela Woll
Lance and Lailani Workman
Patricia Wynn



\$250 +

Mary Ellen Angelucci
 Welu Aningo and Mulubwa Munkanta
 Dan Bargiel
 Amy Barton
 Victoria Bauer
 Kevin Benson
 Geoffrey and Ellen Benson
 Ronald Bogan
 Nancy Borders
 Sarah Brick
 Nina Brown
 William Brown
 John Bruce
 Ben Buettell
 Michael Byzewski
 Jeffrey Carlson and Joseph Jaquay
 Emily Chaveriat
 Andrea Chua
 Tyrone Cooper
 Jacob Dancer
 Eileen Davis
 Lisa Doerr
 Lynn Dykstra
 James El-Cooper
 Epiphany United Church of Christ
 Rashida Fearn
 Eugene and Patricia Fitzgerald
 Sally Fletcher
 Raquel Flores Maki
 Stephanie Franklin
 Heather Fraser
 Petra Gowisnok
 Amina Erica Green
 Michele Grimes
 Thomas and Colleen Henry
 Kyle Higgins
 Julie and William Hobert
 Melinda Hutchinson
 John D. and Catherine T. MacArthur Foundation
 Montoshia Johnson
 Rodney Johnson
 Natasha Jones
 Donna Kane
 Dennis Kmetz
 Cherie Laaperi
 Karen and David Leets
 Lawrence Lockridge
 Fred Long
 Wenn Ma
 Robin Mahung
 Vanessa Malone
 Clisby Manning
 Charles and Susan Michod
 Marceau Mitchell
 Chasity Moore
 Allison and Adam Nemirov
 Pamela Ness
 Elizabeth Nichols
 James Norman

Tonise Paul
 Frederic Pearson
 Georgy Ann Peluchiwski
 Richard Peterson and Wayne Bradley
 Anne Przybysz
 Johanna Rahal
 Elizabeth Raiman
 Kelly and Brad Rainko
 Alissa Rausch
 Andrea Rochelle
 Paul Rosenfeld
 Kimberly Sauer
 Juliana and Charles Schafer
 Robert Schloerb
 John and Aileen Schloerb
 Kenneth Simpson
 Boleslaw and Anna Skobel
 Ed Stevens
 Pauline Taylor
 Tracee Marion Thomas
 Darren Thompson
 Cedric Thurman
 Daniel Vaughn and Ray Manasia
 Barbara Weiner
 Dallis Westin
 Susan White
 Michael Ann Wiley
 Monica Williams
 Pamela Wilson

\$100 +

1 Source Mechanical
 Karin Abercrombie
 Jose Aguilera
 James Alexander and Vicki Marshall
 Jose Alberta Alfaro
 David Alport
 Randall and Maria Altmayer
 Rebecca Armatis Furr
 Barbara and Delbert Arsenault
 Michael Bail
 Catherine Bail
 James Bail
 Andrew Bail
 Katherine Bail
 Derrick Baker
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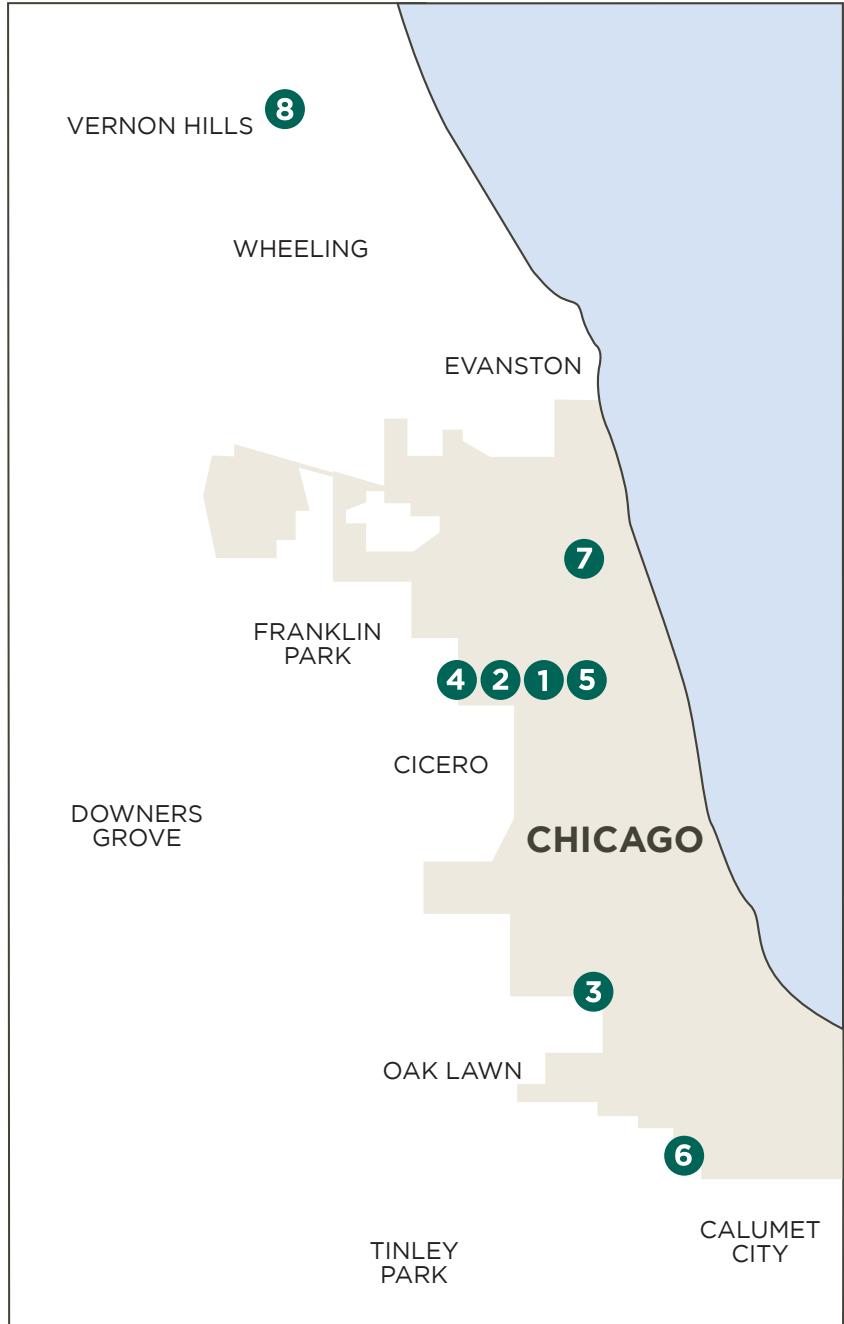
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