



ROW
RECOVERY ON WATER
2016 ANNUAL REPORT





MISSION:

Recovery On Water is a rowing team that gives survivors of breast cancer the unique opportunity to interact, become active in their recovery, and gain support from fellow survivors.

- 2 Letter from the Executive Director
- 3 Values Statement
- 4 From Simple Service to Revolutionary Force
- 5 2016 Program Highlights
- 6 A Good Life on the South Side
- 8 Measuring Impact: 2016 Survey Highlights
- 9 Faces of ROW
- 13 Looking Ahead: Focusing on Outreach in 2017
- 14 Financial Snapshot—Raising & Implementing Funds
- 15 Donor List

Letter from the Executive Director

Recovery On Water (ROW) greeted 2016 with endless excitement and plenty of unknowns. We watched our boathouse take shape throughout the year and chased the flurry of possibilities that came with it. As part of that, and in response to a team that was growing fast and furiously, we worked to diversify our programs—launching new community classes and christening new coaches—and looked for meaningful ways to serve survivors both in and out of a rowing shell. But at the same time, I believe we were rediscovering our truest identity. A rapidly growing novice team saw ROW welcome more and more women who were in the midst of treatment or fresh out of it. And in the wonderful madness, these women reminded us of why we do what we do and renewed our understanding of survivorship.

Think about it. When a woman is in treatment for breast cancer, she is surrounded by a team—a team of doctors, dietitians, and physical therapists, and oftentimes a new influx of friends and family. Everyone rallies to help her chart a course and execute a plan of action. But when treatment ends and she’s given the badge of “survivor,” this woman is also faced with the sudden loss of her team.

That’s where ROW comes in. And that’s where we have bolstered our efforts—by partnering with hospitals to bridge the gap, women can confidently step away from their medical team and join ours.

While we have started participating in more support groups and sought new and creative ways to serve as a team, what’s been most incredible to watch is the performance of women who have been with us for years. These women are intimately aware of what ROW has done for them and they’re taking on increasingly direct roles as leaders and mentors and supporters for others. They’re taking it upon themselves to give back to ROW in a variety of roles—an incredible sight!

Of course 2016 has also been rooted in the construction of the new Eleanor Boathouse. This incredible project has brought its own challenges and demanded that our leaders be resourceful in all new ways, but when we officially opened the doors in December all we could see was the vastness of opportunity and potential for growth.

As we near the end of our 9th year, ROW remains an organization without precedent or parallel. Those who have partnered with and supported us have made ROW the best of the best when it comes to serving breast cancer survivors.

All I can say now is how very proud I am. I am proud of what ROW has become and to see it serving a large group of diverse women. I am proud of the leaders who have stepped up to take our organization even further. And I am unspeakably proud of our athletes—women who find a new identity after a cancer diagnosis and who prioritize their opportunity to give back and support others who share their journey.

Now the journey continues. We are forever grateful to and in need of support from donors, sponsors, partners and the like, and hope that you will join us as we gain new ground and seek greater opportunity to serve in 2017. *Go ROW!*

Jenn Junk
Executive Director, Recovery on Water



WE BELIEVE IN THE **POWER OF SPORT**

It is a valuable tool, capable of improving fitness and quality of life for patients and survivors of breast cancer. *Rowing is a low-impact sport that utilizes the whole body and is accessible to all, regardless of fitness level.*

WE VALUE **TEAMWORK**

While we know that a boat is made up of many individuals, we come together and row as one. We put the team first. *Through partnerships and relationships, we will create stronger, healthier communities with our boathouse partners, our Bridgeport neighbors, and the greater South Side area.*

WE CELEBRATE **DIVERSITY**

Our team and board are ethnically and socio-economically diverse. *We believe this makes us stronger, more open minded, more empathetic and most capable of changing lives. We value all survivors, those who come to us as athletes and those who do not.*

WE AIM FOR **QUALITY**

We are thoughtful stewards, results-oriented and data-driven. *We are constantly evolving our impact based on the needs of those we serve.*

WE VALUE COMMITMENT IN ALL THE FORMS IT TAKES

Showing up and working hard is essential. *For some, commitment is attending practices regularly, for others it is fundraising or volunteerism. All are necessary and equally appreciated.*

WE AIM TO BUILD A **SUSTAINABLE ORGANIZATION**

We want ROW to serve patients and survivors for years to come. *We achieve this through the leadership of the board, creating a diverse funding pool, and establishing ongoing relationships with breast cancer treatment centers.*



FROM SIMPLE SERVICE TO REVOLUTIONARY FORCE

Get fit. Fight back.



Established
2007

142 Survivors
Reached in 2016

4 Free Weekly
Community Programs

3 Practice
Locations

Workouts
for Survivors **7** days a week

6 Hospital
Partners/Affiliates

ROW began humbly almost a decade ago with just five survivors. Two women launched the organization with a simple desire to reach out to and raise up those they knew who had survived breast cancer or were still entrenched in their battle against it. Today, that simple desire has grown to become an empowering leader within the nation's breast cancer community, and we are showing women that they have the power to get fit and fight back.

We are now a force of almost two dozen board members, staff and coaches, anchored to our mission by every survivor we serve. As our numbers grow and our program roster expands, we remain steadfast in our commitment to give conquerors of breast cancer the unique opportunity to become active in their recovery and gain support from their fellow survivors.

There is a wonderful song that asks, “How do you measure a year?”

At ROW, we measure in survivors reached, community events hosted, volunteers gathered, and number of regattas completed. And in these terms? *2016 was a great year.*

Began offering community rowing classes at ROW HQ, providing free exercise to our neighbors twice a week.

Launched “Girls Night,” a monthly gathering of women from Chicago Training Center and ROW who are ready to try something new! We’ve hosted yoga, self-defense training, indoor workouts, and more.

JANUARY

FEBRUARY

Hosted the first annual “South Side Smackdown” at the Bridgeport Art Center with partners Chicago Training Center & Saint Ignatius Chicago Rowing. More than 200 athletes came out to set a personal record on their 2K or race with a teammate.

Ride4ROW was launched! This two-day, 100-mile bike ride adventure hit the road in Madison, WI, and raised over \$48,000 for ROW.

JULY

AUGUST

Our second three-day intensive of the year saw more than 25 new patients and survivors come out to learn about our program and join the team.

Our 5th Annual St. Pat’s Sprint for Recovery was a huge success, due in no small part to our new post race event partner, the iO Theater.

MARCH

APRIL

Hosted the first 3-day intensive of the year, welcoming new patients and survivors to join the ROW team. Over 20 new survivors came out to learn how to row on the ergs, in the tanks at Clark Park, and then on the water at our south branch river site.

Kicked off the fall racing season at the Milwaukee River Challenge where our novices earned silver medals.

SEPTEMBER

OCTOBER

Regattas galore! We raced locally and throughout the Midwest at Head of the Rock & ROWtoberfest.

10 incredible athletes finished the Bank of America Chicago marathon in support of ROW.

Over 150 collegiate athletes raced in the Chicago River Dual Regatta/Race4ROW at Clark Park. Over \$50,000 was raised, with 50% of proceeds coming back to ROW.

Attended outreach events at Stroger Hospital, Northwestern, Advocate IL Masonic and UIC to share our mission with doctors, patients and hospital staff.

Our coaches became certified indoor rowing instructors through Concept 2 and the help of master rowing instructor and ROW Board Member, Nell Shuttleworth.

MAY

JUNE

Executive Director Jenn Junk was asked to attend the “United State of Women,” which is hosted at the White House and brings together female leaders to address issues facing women today, including health and wellness.

26.BLU Erg Marathon was hosted by our partners, Blueprint Fitness, and challenged participants to overcome 42,165 meters, lots of sweat, and tons of fun. This event raised more than \$3,100 for ROW!

“Let the Good Times ROW” welcomed 200 guests and raised over \$65,000 so our programs could be made accessible to people from every walk of life.

NOVEMBER

DECEMBER

ROW moves into the Eleanor Boathouse, home to our survivorship programs and community offerings!



A GOOD LIFE ON THE SOUTH SIDE



There is something special about life as a South Side rowing organization. You know those people who like to claim they “have a guy” for the odd job in question? Here on Chicago’s South Side, community members truly know a guy. And what’s more—they are absolutely willing to introduce you.

When ROW was given two weeks to vacate its existing launch site in fall 2015, we called Grant Crowley, a longtime supporter of ROW and owner of Crowley’s Yacht Yard. Not only did he allow us to occupy his riverfront property for just over a year, he called in a favor with Marina Cartage who sent in a squad with heavy equipment to dig out a ramp that would let us walk our boats to the water.

Life on the South Side is about leaning on your neighbors and local resources for help and knowing they’ll support you. Just like we are committed to supporting them from our bright and shiny new home base: the Eleanor Boathouse.

INTRODUCING THE ELEANOR BOATHOUSE

On August 9, 2015, we broke ground. ROW’s executive director grabbed a shovel alongside Mayor Rahm Emmanuel, Aldermen Patrick Daley Thompson and Danny Solis, Chicago Park District General Superintendent Michael P. Kelly and members of the Bridgeport community, and dug into a new future.

Despite weather delays and unforeseen roadblocks, the Eleanor Boathouse was unveiled to the public on Thursday, December 15, 2016, and is now a beacon of hope and opportunity to Chicago’s rowing and South Side communities.

Where: 2828 S. Eleanor Street, Chicago, Illinois 60608

Total Size: 2 Buildings, 3.06 Acres, 19,003 Square Feet

Designed By: Jeanne Gang & Studio Gang Architects

Home To: ROW, Chicago Training Center, St. Ignatius Chicago Rowing, Lincoln Park Boat Club & University of Chicago Crew

Cool Features: 4 Locker Rooms

5 Boat Storage Bays

1 Heated Repair Bay

Open Training Facility

Floating Launch Dock with room for up to three 8+’s

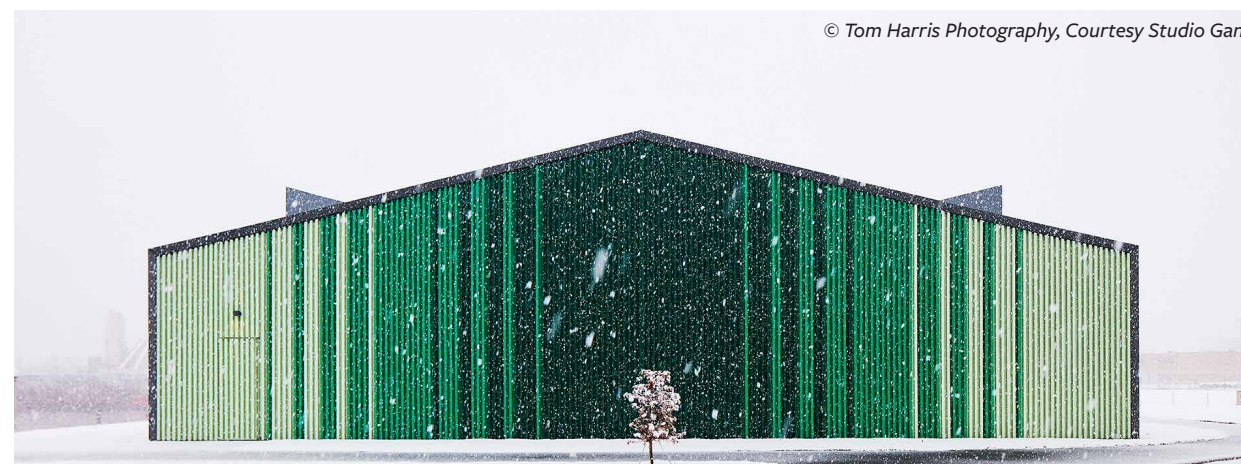
Common area for team meetings



© Tom Harris Photography, Courtesy Studio Gang



© Tom Harris Photography, Courtesy Studio Gang



Hearing From Boathouse Creator Jeanne Gang

Ours is the second Chicago boathouse designed by Jeanne Gang, the renowned American architect who founded Studio Gang Architects and published “Reverse Effect: Renewing Chicago’s Waterways.” Jeanne is a champion of sustainability and community in her work, and she has leveraged her incredible vision to influence new projects along the Chicago River that will revitalize its use and preserve its ecosystem.

Regarding the new Eleanor Boathouse, Jeanne had this to say:

“The Eleanor Boathouse will provide a home for several vital community organizations that, in addition to teaching rowing skills, aim to empower and improve the health of their constituents. By extending the river’s recreational frontier to the South Side, the boathouse encourages the expansion of this important work, extending their area of impact across the city. The architecture is designed to anchor these communities, providing them with a dynamic and flexible space to gather, practice, and row together. The wide open spaces of the field house and storage room encourage collectivity and teamwork, while the building’s form echo the movement of rowing oars in the alternating roof trusses.”

—Jeanne Gang, American Architect & MacArthur Fellow

Current ROW programs are designed to provide equal opportunity for every athlete. Novices are given the appropriate time and space to prepare their bodies for the sport and introduced to the water in a controlled manner. Athletes who have completed their novice year are given the freedom to pursue more competitive rowing or to maintain as a recreational rower.

We believe this approach is key to letting every member focus on her present effort. Being labeled a “novice” versus a “competitive master” should never become an assignment of value, which is why our leaders are champions of unity amidst diversity. At the same time, this approach has proved to have the greatest impact, with women stepping up to and beyond their own potential every day.

Elevating Performance, Enhancing Lives & Prevailing Over Cancer*

Women who joined ROW in 2016 added, on average, one workout every week (increasing from four workouts to five) and increased the duration of their workouts by at least 10 minutes. *Don't think that sounds like much? Consider this:*

BEFORE ROW

4 Workouts/Week
27 Minutes/Workout
Totaling 5,616 Minutes/Year (≈208 Workouts)

SINCE ROW

5 Workouts/Week
37 Minutes/Workout
Totaling 9,620 Minutes/Year (≈259 Workouts)

The difference?

4,004 Minutes/Year. That's an extra 67 hours of working out.

So? Our novices average a 2:30 split time. That means, with their extra 67 hours of annual workout time, they could row from Chicago to Minneapolis. A distance of over 400 miles.

That is power. That is physical success.

And that is a monumental step toward prevailing over cancer.

Still not impressed? Survey respondents also had this to offer:

Improved Symptom Control

- 54% struggle with mobility
- Of those, 42% say ROW has improved their mobility

Healthy Weight Management

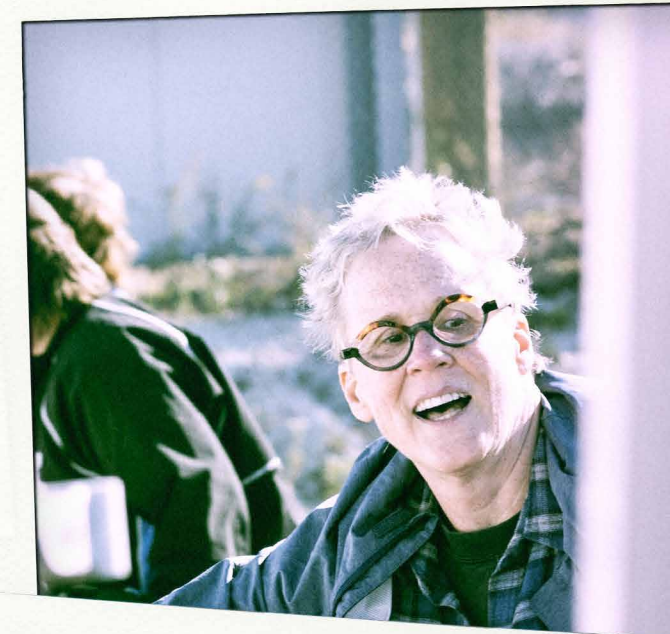
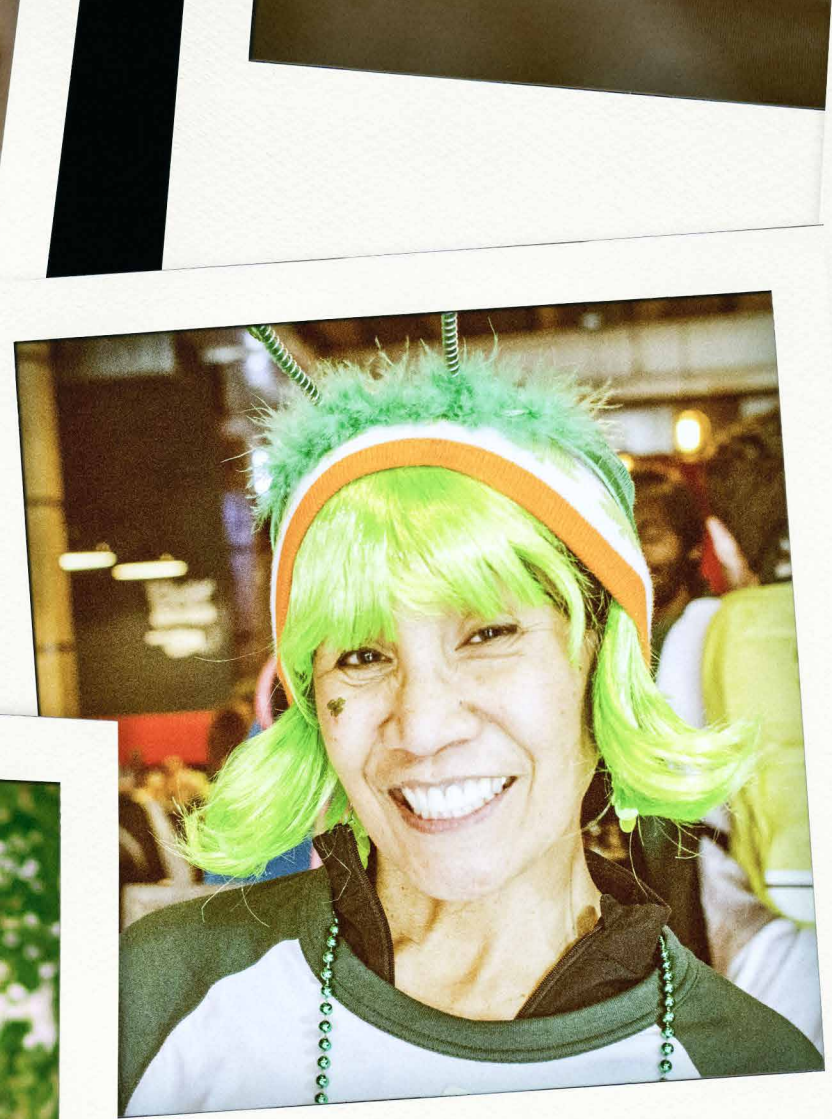
- 100% say healthy weight is a priority
- Of those, 88% say ROW has aided their efforts

Camaraderie & Positivity

- 100% say ROW makes them feel less alone
- 95% say ROW positively impacts their self-esteem
- 92% say ROW makes them feel like part of a community



*This section utilizes results from the 2016 Impact Survey. The ROW Impact Survey is distributed among members annually and is used to measure engagement, performance and team satisfaction.



Faces of ROW



Board Members, Coaches, Leaders

BOARD OF DIRECTORS

Fran Tuite, RMB Capital, Board Chair

Thomas G. Opferman, Dentons US LLP, Vice Chair

Nell Shuttleworth, Rowfit Chicago, Secretary

Dana Brink, Treasurer

David Skelding, Christian Brothers & Ignatius Chicago Crew

Georgianna Gleason, Episcopal Charities

Jenn Junk, Co-Founder

Michele Willmott, ROW Advocate & Breast Cancer Activist

Samantha Minc, MD, Vascular Surgeon, Rush University Medical Center

Sandra Kirmeyer, Partners In Loyalty Marketing, Row Member

Sue Ann Glaser, Row Member & Co-Founder

ADVISORY BOARD

Charley Sullivan, University Of Michigan

Denise Monahan, MD, Stroger Hospital

STAFF

Jenn Junk, Executive Director & Coach

Devlin Murdock, Programs Manager & Coach

Cory Esposito, Administrative Assistant

Sheena Smith, Coach

Barbara Franco, Coach

John Albrecht, Coach

Ashley Ledlow Mayer, Coach

Monica Bernardo, Coach

Amy Slesar, Coach

Lily Papaleo, Coach

Kym Reynolds, Indoor Rowing Coach

Spotlighting Kym Reynolds

Joined ROW in 2013, ROW Coach Since 2016

I was definitely not looking for ROW when I found it—it came by accident. My therapist at the time mistakenly pitched it as a women’s empowerment group, and I wasn’t interested in anything like that. But then I came across Sheena at Gilda’s Club, where I took yoga, and discovered what ROW actually was. Sheena was so peppy and she introduced me to the erg that day, and I just immediately thought, “No.”

For whatever reason though, I decided to go to practice. And I remember thinking this was not for me. But I guess my car had different ideas. My car kept coming back! I’d be headed home from work and my car would just find it’s way down to ROW practice. And suddenly this team was stuck with me.

What’s funny is, before I knew about ROW, there was a day when I was at home watching the Olympics. It was just before chemo, I was laying on my sofa—all taped up, boobs gone, bald, uncomfortable and angry—and I saw the women’s eight compete. I suddenly found myself going, “They look so pretty. Look at them go!” There was such joy watching those boats fly. Who the hell knew I’d be doing exactly that eight months later?

Today I can say that ROW has impacted my life in a lot of ways. Especially after surgery, coming here made me feel not so alone; I didn’t feel like a freak anymore. I became part of a community full of women with one boob, two boobs, no boobs; we had all taken different paths during our journey but we still shared the same thing. Plus, it was after ROW that I had my first good cry about cancer. I think everyone has to have at least one moment where they just break and cry and get mad and purge all their feelings and tears; then you can move on to what’s next. ROW facilitated that moment for me, in part because it showed me that I was more than my cancer and more than what I had lost to cancer.



Cancer is a shock to your body, and breast cancer can really steal your sense of being a woman. But at ROW we discover our body is still powerful and it’s still our own.

I’m not trying to be an Olympian

here, but I am living healthy and can see myself differently. ROW

also kind of keeps things intact mentally, because if you don’t have

support after something like this, you are not going to be okay. Here,

we’re part of a team sport that makes you rely on other people to get

where you’re going. That’s a good thing.

Sometimes we need a pat on the back, sometimes we need a kick in the ass. ROW and all the coaches have given me both. This team empowers you to get up and do something with yourself, even when all you want is to go in a corner and die. This isn’t a place for pity—ROW women aren’t about feeling sorry for themselves—but we know the journey is hard and we all pull together to keep everyone moving forward.

Since joining ROW in March 2013, I’ve been given plenty of reasons to be here, even though I wanted to quit at first. For one thing, the women I’m with truly make me want to be a better person. Plus, since getting my certification and coaching our community classes, I have found a lot of joy in paying things forward. I’ve always believed that, in life, you only get out what you put in, but in rowing and coaching I’ve discovered how true that really is.

For me, coaching is a way to give back what was given to me. I immerse myself in these things because I want ROW to flourish; I want it to be around when I’m gone as part of my legacy. When people say my name, I want them to say, “Oh yeah, she belonged to Recovery On Water. She was a good person.”

Dwanna “Donnie” Edwards-Thomas

Joined ROW in 2014

I was always fascinated by the sport of rowing because it seemed both challenging and invigorating. I saw a news segment on ROW shortly after it was founded but was not a survivor at the time. A year after suffering multiple strokes I was diagnosed with breast cancer and was excited about the opportunity to join ROW, and it just so happened that a ROW team member was attending an exercise class I was enrolled in. When I saw her team shirt I told her how badly I wanted to join ROW and, as fate would have it, ROW was holding an open house the very next day. The rest, as they say, is history.

This team is comprised of a wonderful coaching staff and a group of really outstanding women who have shared the battle with breast cancer and can relate to what you have been through. That makes it a wonderful source of support and inspiration.



Amber Gallman

Joined ROW in 2016

I joined ROW for the exercise, the commitment, the camaraderie, the challenge, the support, and the sense of accomplishment—all the reasons you might list for joining a team sport. Plus the joy of being out on the water! But there’s so much more to this group.

Combatting fatigue is an example, since fatigue has been one of my biggest challenges throughout treatment. Normally when you’re tired or exhausted, your body needs rest; you lay down, you sleep, and when you get up you feel refreshed and rejuvenated. Fatigue is different. It’s a constant. Rest doesn’t help.

It’s counterintuitive, but physical activity can reduce fatigue. Once you start moving, your energy increases and you feel better. It’s difficult to take that first step when you feel worn down, so it helps to have a commitment—a walking buddy, exercise class, or team—and that’s pretty universal, but there’s a flip side for me. My body has been through the ringer and it needs rest. Sometimes it’s predictable, like the day after chemo, but sometimes it’s not. Sometimes I only realize it after I start exercising—when that energy boost never comes and I simply feel more worn down. So I’m faced with the choice of pushing my body too hard or not living up to my commitment, whether that’s canceling on a buddy or dropping out of a class.

ROW is different. With ROW, I can participate as I’m able and I can step back when I need to, without feeling guilty, being judged, or putting anyone, including myself, in a bad situation. There are practices almost every day, so I can sign up around my treatment schedule. If I’m feeling uncertain, I can stick to the ergs in the gym. If there’s room in the coach’s launch, I can ride along without rowing.

And when I’m able to commit, I know I will have a seat in the boat.



Tara Hoffman

Joined ROW in 2016

I rowed in college, and then fell out of the exercise habit in adulthood. About eight years ago I took up running and loved having fitness back in my life. Staying active during treatment has helped me manage side effects and made me feel better overall. Mind you, I’m not breaking any records, just getting out there and doing what I can!

I came for the exercise, but soon found I was getting much more than that in camaraderie and support. My teammates look out for me and ask how I’m doing—they’ve all been through similar treatment and can offer wisdom or just an empathetic ear.

Then we all get hands on the boat and get some rowing in!



So, what's the best part about being a ROW member?



“Being part of this community, which has breast cancer as a common denominator but is filled with women **who don't let breast cancer define or limit themselves.**”

“Feeling empowered by exceeding any limits I thought I had, and being surrounded by some remarkable women and coaches.”

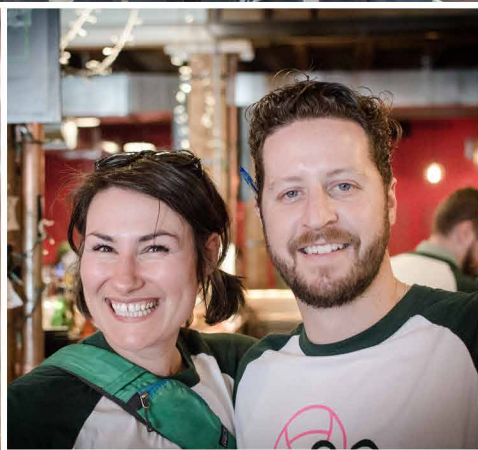
“Learning a new sport.”

“For me, learning how to row has enhanced my self-esteem in general. There is so much to think about and learn, and when I first joined, I took my mind off of my cancer stuff.”

“The best thing is probably the people. Both the coaches and members are all great people and I am very happy to know them.”

“Consistent exercise, learning an amazing sport and being proud of my physical abilities.”

“Getting to know a wonderfully diverse and supportive group of women. Also, the opportunity to serve and encourage others.”



“Love being able to be out on the water. Love being able to push myself and gain new perspective on my body.”

“I didn't realize how important it is to be part of something that is about everyone, not just me and my issues! **I am really thankful for ROW!**”

“Meeting a wonderful group of women who can relate to and support each other, being part of a team, and a workout like no other!”

“Experiencing a sense of control after having no initial control over cancer and now having a good sense of community.”



Looking Ahead:

FOCUSING ON OUTREACH IN 2017

The members of ROW face an indiscriminate force in cancer, knowing that it can strike all races, every age and any lifestyle. So it is perhaps no wonder that this is a team where diversity is championed and celebrated. In 2017, we're giving diversity center stage with a new emphasis on outreach and program accessibility.

Diversify, Unify & Serve: Making 2017 A Year of Outreach

Chicago is home to a devastatingly large population of medically underserved breast cancer patients. Of specific concern to ROW are the city's black women, who have faced a death rate up to 116% higher than white women battling breast cancer. But ROW is bridging the gap.

Embracing a new position of stability and unity, rooted in the Eleanor Boathouse and an ever-growing roster of athletes, ROW is working to make its programs more accessible to all Chicagoland breast cancer survivors. We recognize that underserved survivors have unique needs and interests, particularly with regard to exercise, so we intend to identify and satisfy those.

In November 2016, ROW nominated its first Outreach Committee, a hand-selected trio of athletes and community members that will work with our board and hospital partners in 2017 to infiltrate the metropolitan area, explore pressing needs among underserved survivors, and develop new programs that are attractive, safe and accessible to all women.

Embracing Hospital Partners & Affiliates

ROW has been fortunate to align with leading hospitals and health systems across the Chicago metro, including:

- John H. Stroger Jr. Hospital of Cook County
- Advocate Illinois Masonic Medical Center
- Rush University Medical Center
- University of Illinois Hospital & Health Sciences System
- Mercy Hospital
- Northwestern Memorial Hospital

In 2017 we will add new partners to this list with whom we will have a regular presence and build mutually beneficial bonds. Our Outreach Committee, along with additional athletes and volunteers, will be onsite at partner facilities for clinics, engaging physicians regarding the benefits of ROW for breast cancer patients, and facilitating new support programs.

Improving Recruitment & Communication

Of course, it is forever our goal to increase membership and strengthen our team. Which is why, in 2017, we are endeavoring to:

- Reach 250 survivors
- Host monthly ROWpen houses (providing consistent opportunity to join the team)
- Implement "Friend of ROW" referral incentives
- Execute targeted SEO and social media strategies
- Invite greater news coverage to ROW-hosted events



Financial Snapshot

At the time of this report's publication, Recovery On Water was preparing for a scheduled financial audit. Our organization aims to provide comprehensive and up-to-date information regarding financial performance and is committed to providing a summary of our 2016 financial reports upon completion of this audit. If you would like to receive financial information from ROW when it becomes available, please contact Jenn Junk at jenn@recoveryonwater.org and we will add you to our distribution list. Otherwise, please visit our website for an updated version of this report after June 2017.



Recognizing Our Donors

\$100,000

Anonymous

\$25,000

Phil & Marsha Dowd

\$5,001-\$7,500

Bears Care Foundation
The Rocca Family

\$2,501-\$5,000

Diana Almazan
Emily Clark
Josh Howard & Mary O'Neal
Sandra Kirmeyer
Thomas Opferman
David Skelding & Karen Deighan
Fran Tuite

\$501-\$2,500

Amazon Smile
David Powell & Kathleen Behner
Dana Brink
Alan Callaghan
Christa Cannon
Nina Clark
ClifBar
Joan Conover
Raymond Coronado

Elizabeth Davis
Sarah Donovan
D'Orazio Capital Partners, LLC
Brian Dougherty
Donna Eckert
Ernst & Young Grants Foundation
Fidelity Investment
James L. Forbes

Adam Fowler
Sue Ann Glaser
Georgianna Gleason
Steven Junk
Lauren Kern
Maria Kooistra
Mary Larson
Malahat Properties LLC
Patty McEnaney
Laura McNally

Margaret Menzies
Morty Minc
Samantha Minc
The Monieson Family
Joan Neal
Northern Trust Charitable Giving
The Rhoades Foundation
Mary Ridley
Jennifer Tengelsen

Deborah Thorne
Erin Williams
Michele Willmott
Diane Wojcik
Elizabeth Yntema

\$251-\$500

Kelly Anderson
Bright Funds
Julie Brown
John Buckingham
Katie Buckingham
Terry Conway

Vania Correa
Carol Danstrom
James Downs
Jerry Esrig
Cynthia Greene
Barbara Hennigan

Christine Holo
Robyn Hurtig
Deborah Kandefer
Adam Kelly
Charles Ladd
Rocio & John Lamonica

Carolynn McNally
Mesirow Financial
Elliot Michel
Ann Mohr
James Ossrya
T. Rowe Price

Karen Reepmeyer
Schwab Charitable
Alex Trepka
Camille Tuite
Matthew Weiss
Sandi Wisenberg

\$250 or less

Rebecca Ackerman
Andrew Adair
Hector & Jackie Aguilera
James Albrecht
John Albrecht
Marita Albrecht
Stephanie Albrecht
Elizabeth Alvarez

Ron Ames
Kendell Anderson
Kenneth Anderson
Aon Foundation
Janet Baer
Jasper Baur
Mackenzie Barnhart
Barbara Bartel

Elizabeth Bautista
Chris Beer
Marjorie Behner-Sands
The Benevity Community Impact Fund
Linsey Berberich
Anne Berkeley
Curtis Bezault

Leah Bishop
Adam Boltz
Bottle & Bottega
Michael Brennan
Saul Brenner
Kristin Brink
Peggy Brink
Lisa Brooks

Garret Browne
Mickey Browne
Mark Burns
Magda Caballeros
Douglas Cannon
Christian Carbone
Doreen Clark
Marc Cohen

\$250 or less (continued)

Julie Collens
Marco Corsi
Jane Coyne
Robin Craig
Julie Creed
Maureen Culhane
Jessica Cybulski
William Davenport
Janet Davis
Will Davis
Richard Dees
Karen Delaporte
Maire Dempsey
Mildred Devereux
Bhupinder Dhaliwal
Phillip Dibartolo
Joe Dillier
Barbara Donnelly
Linda Donovan
Patrick Downes
Brendan Dowling
Julia Downes
Carol Doyle
Tiffany Dunn
Theodore Duver
Arlys Elits
Emma Elmiger
Ross Emmerman
Ellen Engel
Tricia Engfehr
Michael Fabbiano
Fabio Fabi
Christopher Farnsworth
Tod Farrell
Dawn Farruggio
Patricia Feaheny
Linda Feinstein
Cathy Feldman
Daniel Fine
Pat Fitzpatrick
Denise Freese
Jessica Friedrich
Angela Forliano-Cesar
Daniel Frohling
Susan Gallagher
Allyson Gaston
Linda Gerber
Robert Gerber
Tom Gibbons

Jack Gilbert
David Gill
Debra Gill
Ben Goldgar
Scott Goldstein
Kay Sprinkel Grace
Rebecca Grzybowski
Carolyn Hairston
Catherine Hankins
Mark Hankins
Sarah Hannibal
Melissa Hazlewood
Cinda Heeren
Penny Hein
Robert Held
David Henderson
Donald Henderson
Harriet Holderness
Nate Hole
Zach Holman
Melanie Howard
Brynne Humphreys
Margo James
Johanna Jansen
Robin Jessen
Daneil John
Kim Johnson
Kerry Jordan
Andrew Junk
Catherine Kanda
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