At ACT we’re very focused on building the best educational assessments, but what United Way allows us to do is to reflect on a broader, more holistic impact on the community we’re trying to serve.
**David Cumberbatch is Chief Strategy and Marketing Officer at ACT.**

**UWJC:** David, how would you describe the value of United Way of Johnson County’s partnership with ACT?

**DC:** Well, I would say that it is not only valuable, it is an invaluable partnership. It’s very hard to quantify the value because of what it means for our team members in terms of morale and just how much they look forward to the campaign each year. That one week of the year when ACT goes “United Way crazy.” What is really compelling about it is that it becomes ACT’s “spirit week” as well. Whether it’s a soup luncheon or selling handbags or games, every day there is something going on that allows our team to express their spirit of charitable giving.

**UWJC:** United Way partners with ACT throughout the year in other ways, like the Workplace Volunteer Program and developing an Out of School Time Initiative for our community. How do you view this aspect of your relationship with United Way as benefitting your organization?

**DC:** Those partnerships help ACT to show that we want to be much more than just an employer in the community. Our company doesn’t see such partnerships as just marketing vehicles, but more as ways to further demonstrate our mission and values. Last year we provided employees with a day during which they could volunteer and participate in activities with partners like United Way to really demonstrate our commitment to really change the community we are in.

**UWJC:** ACT is devoted to improving college and career readiness and success. Of course, those things are very much aligned with United Way’s 2020 Vision. How do you feel United Way works as a catalyst for change in the areas of education, income and health in this community?

**DC:** Community organization. To make a real impact in these areas really requires a coordinated effort. One thing we talk about a lot at ACT is the power of convening multiple forces. We all have our busy schedules and our corporate strategies and such. At ACT we’re very focused on building the best educational assessments, but what United Way allows us to do is to reflect on a broader, more holistic impact on the community we’re trying to serve. It allows us to coordinate plans with other businesses and other members of the community so we can achieve that type of impact.

**UWJC:** ACT has been a community leader in “green” initiatives within your company. This year you were the first local organization to implement United Way’s electronic pledging system for your workplace campaign. Why did you decide to take that step and how did it work out for ACT?

**DC:** First, it just fit with our desire to demonstrate and support sustainable processes and how we interact with our environment. But it also was a way to increase participation across our company by reaching out to employees in virtual as well as physical ways. When United Way offered “e-pledge” as an option for us we jumped on it because it accomplished so many things for us. It made pledging so convenient and easy for our employees and eliminated the logistical issues of processing paper pledges. We significantly increased our participation and giving rate and we look forward to doing it again next year.
United Way of Johnson County unites the community to **give, advocate and volunteer** to create measurable change that improves lives and strengthens our community by focusing on life’s building blocks: **education, income and health.**

**INVESTMENT IN UNITED WAY DIRECTLY SUPPORTS THESE INITIATIVES:**

- Partner Agency Funding
- Donor Directed Funding
- Community Assessment and Accountability
- Disaster Community Impact Program
- Public Policy
- 2-1-1 Information and Referral
- Community Priority Grants
- Community Building
- Volunteer Center of Johnson County
- United Ways of Iowa
- Board Leadership Training
- Student United Way and 10,000 Hours Show

---

**TOTAL FUNDS DISTRIBUTION (2012)**

$2,407,256

---

THE TOTAL FUNDS DISTRIBUTION CHART, UNITED WAY PARTNER AGENCY FUNDING AND COMMUNITY PRIORITY GRANTS CHARTS SHOWN IN THIS REPORT REFLECT THE INVESTMENT FROM THE 2011 CAMPAIGN AND DISTRIBUTIONS FROM TOTAL RESOURCES UNDER MANAGEMENT.
THINKING WE BEFORE ME.

WILL WE HELP CHILDREN AND YOUTH IN OUR COMMUNITY ACHIEVE THEIR POTENTIAL THROUGH EDUCATION?

What WE currently face:
- 1 in 4 kids in our schools are not reading at grade level by 4th grade
- 9 out of 100 kids in Johnson County will not graduate from high school
- More than 40% of our high school graduates entering community college require remediation for language arts, math or science

What WE will do by 2020:
- Improve success for children and youth by decreasing the preparation gaps by 1/3 for school, post-high school education and work

WILL WE WORK TO REDUCE POVERTY AND IMPROVE FINANCIAL STABILITY FOR ALL CITIZENS OF OUR COMMUNITY?

What WE currently face:
- 40% of households in our community do not have enough income to meet their basic expenses of housing, food, transportation, child care and health care
- 6.6% of Johnson County families live in poverty
- 3,100 of children in our community are living in poverty
- 580 of our seniors are living in poverty
- 30% of female single parent families in Johnson County live in poverty

What WE will do by 2020:
- Increase the number of households which are considered financially stable by 20%

WILL WE IMPROVE THE HEALTH OF ALL PEOPLE IN OUR COMMUNITY?

What WE currently face:
- 22% of adults in Johnson County are obese and less than half of our adult population get the recommended amount of physical activity
- 16% of adults in our community live without any form of health insurance
- 1 in 4 women in our community will experience domestic violence in their lifetimes
- 3 out of 4 kids, 6th grade and older, do not get the recommended amount of physical activity
- 16% of children entering kindergarten in Johnson County have untreated dental needs
- Only 6% of kids 6th grade and older report eating five or more serving of fruits and vegetables per day

What WE will do by 2020:
- Increase the number of Johnson County children and adults who are healthy & adopt and maintain healthy behaviors by 30%
Josh Schamberger is President of the Iowa City/ Coralville Area Convention & Visitors Bureau.

UWJC: Josh, after helping to lead the 2020 Vision process and serving this year as 2012 United Way Campaign Chair, what have you learned?

JS: Well, to be quite honest it was much more challenging than I expected it to be and I think a lot of that revolves around that I thought most people in this community recognized the role of United Way, and understood the ways in which they’re partnering with all of the various agencies and community organizations. I knew United Way to be a pretty recognized and understood thing in this community, but what I found when I would go to groups was that people often saw United Way as “NFL players building playgrounds” and not as the organization that was developing and executing the master plan to address health, income and educational needs in our community.

UWJC: You call it a “master plan.” That’s a pretty bold statement don’t you think?

JS: Well, there hasn’t been an organization besides the United Way of Johnson County to go through the process of working with a number of people....dozens of people in this community....to conduct a comprehensive community needs assessment to identify exactly where the issues are. Then analyze the data to determine that those issues really center on health, income and education. And then to take it a step further by developing strategies and action steps to address those community needs and effect measurable change by 2020. So, for all intents and purposes, the United Way of Johnson County has developed THE master plan that’s addressing THE primary needs in this community.

The 2012 campaign total: $2,356,869
UWJC: That seems like something that should be pretty simple to explain and understand.

JS: It was both rewarding to see it click and a little disappointing that more people didn't already know that the 2020 Vision Goals for Common Good are really the work that the United Way of Johnson County does every day. Hopefully that will come to be something folks recognize in this community; that it's important to invest your dollars in the organization that you know has a master plan in place to address the real needs of our community in a comprehensive way. There has to be that understanding and that investment.

UWJC: What things have you discovered about Johnson County and our communities that are really unique, and that make doing this kind of work different here than it might be in other places you've been?

JS: Again, it was surprising to me that a lot of folks we talked with didn't recognize that it's very hard to raise money here. We are not a private-sector heavy community. We're not a Cedar Rapids. We're not a Des Moines. You can really count on one hand the number of large-scale, private-sector employers in this community. The great majority of us are employed by small companies and in the public sector. So while we're a very wealthy community, it's all independent wealth. So it's that much harder to get that message out to all of those individuals you need to reach out to for donations. It's not like Cedar Rapids where you can go to a workplace coordinator at any one of many large businesses. I mean, those businesses WANT to be involved in the community and so they take the message to their hundreds of employees and thus, the community. The small staff of the United Way of Johnson County, along with volunteers like me and our Campaign Cabinet, have really had the task of every year of trying to stage a “door-to-door” campaign, which is essentially what we have here in this community. We've got some fantastic leaders in ACT, MidWestOne, Mercy, P&G Oral Care, UICCU and other folks, but that's only one component of the annual campaign. It really takes the WHOLE community to address the needs we face in this community.

UWJC: Josh, from your perspective, what things could or should change to make sure United Way's vision of real and lasting change becomes a reality?

JS: One thing I've learned, and I know I keep going back to it, but the thing that's really unique and special about the United Way of Johnson County is that it is THE organization working to coordinate and convene all the important partners necessary to execute a comprehensive master plan to address community needs. We can't ignore the story of Johnny or Jane down the street who don't have health insurance, are in the third grade, and are missing school because they're sick and their parents don't know where to go for help. We can't ignore thinking about Pam who heads off to school hungry everyday, and how that is impacting her ability to focus and learn because she's hungry. She's hungry! How hard do you suppose school is for her? There are 400 people in this town who are homeless every day, on any day of the year. People need to hear the story of a day in the life of a homeless family that's living out of a van somewhere, trying to get their kids fed and into school. People think that those are stories about Chicago. People think that's New York. People think that happens somewhere else. But it actually exists here in our community. A lot more than you might think. That's taking place a mile from your house. That's unacceptable, but we can do something about it. United Way of Johnson County is doing something about it.
## FY13 Total Partner Agency Funding

Approved by Board of Directors on 4/19/2012

<table>
<thead>
<tr>
<th>United Way Partner Agency</th>
<th>FY13 Total Funding</th>
</tr>
</thead>
<tbody>
<tr>
<td>4Cs</td>
<td>$21,435</td>
</tr>
<tr>
<td>Arc of Southeast Iowa</td>
<td>$30,265</td>
</tr>
<tr>
<td>Big Brothers Big Sisters of Johnson County</td>
<td>$73,017</td>
</tr>
<tr>
<td>Community Mental Health Center</td>
<td>$33,672</td>
</tr>
<tr>
<td>Crisis Center of Johnson County</td>
<td>$139,781</td>
</tr>
<tr>
<td>Domestic Violence Intervention Program (DVIP)</td>
<td>$83,091</td>
</tr>
<tr>
<td>Elder Services</td>
<td>$61,516</td>
</tr>
<tr>
<td>Four Oaks</td>
<td>$13,898</td>
</tr>
<tr>
<td>Free Lunch Program</td>
<td>$19,183</td>
</tr>
<tr>
<td>Geriatric &amp; Special Needs Dental Program</td>
<td>$13,116</td>
</tr>
<tr>
<td>Girl Scouts of Eastern Iowa &amp; Western Illinois</td>
<td>$10,093</td>
</tr>
<tr>
<td>Goodwill of the Heartland</td>
<td>$48,358</td>
</tr>
<tr>
<td>HACAP</td>
<td>$25,654</td>
</tr>
<tr>
<td>Handicare, Inc.</td>
<td>$31,684</td>
</tr>
<tr>
<td>Healthy Kids</td>
<td>$59,157</td>
</tr>
<tr>
<td>Hillcrest Family Services</td>
<td>$4,300</td>
</tr>
<tr>
<td>Housing Fellowship</td>
<td>$21,323</td>
</tr>
<tr>
<td>Iowa City Free Medical Clinic</td>
<td>$126,696</td>
</tr>
<tr>
<td>Iowa Legal Aid</td>
<td>$44,533</td>
</tr>
<tr>
<td>Joan Buxton School Children’s Aid</td>
<td>$16,086</td>
</tr>
<tr>
<td>MECCA Services</td>
<td>$61,367</td>
</tr>
<tr>
<td>National Alliance on Mental Illness (NAMI-JC)</td>
<td>$10,082</td>
</tr>
<tr>
<td>Neighborhood Centers of Johnson County</td>
<td>$118,849</td>
</tr>
<tr>
<td>Pathways Adult Day Health Center</td>
<td>$27,044</td>
</tr>
<tr>
<td>Rape Victim Advocacy Program (RVAP)</td>
<td>$32,153</td>
</tr>
<tr>
<td>Shelter House</td>
<td>$78,131</td>
</tr>
<tr>
<td>Table to Table</td>
<td>$44,136</td>
</tr>
<tr>
<td>United Action for Youth (UAY)</td>
<td>$72,384</td>
</tr>
<tr>
<td>Visiting Nurse Association of Johnson County (VNA)</td>
<td>$79,860</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$1,400,864</strong></td>
</tr>
</tbody>
</table>
## 2012–13 Community Priority Grants

<table>
<thead>
<tr>
<th>Grant Name</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>4C's. Early Learning Pilot Program</td>
<td>$17,020</td>
</tr>
<tr>
<td>A program to provide education, comprehensive coaching and peer support to home-based child care providers with a focus on social-emotional development, emergent literacy and early math and science skills.</td>
<td></td>
</tr>
<tr>
<td>Children's Center for Therapy</td>
<td>$2,500</td>
</tr>
<tr>
<td>Parent education and support group to aid Hispanic families who have a child with disabilities to increase their health care resources and empower them to provide a more stable home for their children.</td>
<td></td>
</tr>
<tr>
<td>Coralville Ecumenical Food Pantry</td>
<td>$4,000</td>
</tr>
<tr>
<td>Vacation Lunch Program</td>
<td></td>
</tr>
<tr>
<td>A program to provide healthy, balanced breakfast and lunch food items, as well as oral health tools, over school vacations to children in preschool through grade 12.</td>
<td></td>
</tr>
<tr>
<td>Crisis Center</td>
<td>$12,542</td>
</tr>
<tr>
<td>Crisis Intervention Phone System</td>
<td></td>
</tr>
<tr>
<td>Providing an upgrade to phone system to expand and enhance services provided through 24-Hour Crisis Line, expanding the ability to take calls through National Suicide Prevention Lifeline and provide vital capabilities for data tracking.</td>
<td></td>
</tr>
<tr>
<td>Neighborhood Centers of Johnson County.</td>
<td>$17,300</td>
</tr>
<tr>
<td>FLIGHT Program</td>
<td></td>
</tr>
<tr>
<td>A program that enlists the broader community to offer vulnerable youth both soft-skill and work-ready skill development that includes paid summer employment.</td>
<td></td>
</tr>
<tr>
<td>North Liberty Community Pantry</td>
<td>$4,851</td>
</tr>
<tr>
<td>Nutrition Education and Fresh Food Project</td>
<td></td>
</tr>
<tr>
<td>A project that combines assessment, nutrition education and hands-on training to educate food pantry clients to select and consume fresh and healthy foods.</td>
<td></td>
</tr>
<tr>
<td>Rape Victim Advocacy Program</td>
<td>$12,787</td>
</tr>
<tr>
<td>RVAP School Prevention Program</td>
<td></td>
</tr>
<tr>
<td>An educational program to decrease dating violence, victimization and perpetration by increasing students' awareness and knowledge of healthy relationships and boundaries.</td>
<td></td>
</tr>
</tbody>
</table>
I feel the work that’s being done by the United Way is truly going to make a difference. It isn’t superficial on ANY level. It really IS going to address the most fundamental needs of our community.

**NANCY QUELLHORST IS PRESIDENT AND CEO OF THE IOWA CITY AREA CHAMBER OF COMMERCE AND SERVES ON THE UNITED WAY OF JOHNSON COUNTY BOARD OF DIRECTORS.**

**UWJC:** Nancy, from your perspective, what value does United Way of Johnson County provide to the Chamber and its membership?

**NQ:** The Chamber has a very, very valuable partner in United Way. There are so many ways that the United Way team supports the work that we do at the Chamber. For example, United Way monitors and keeps track of volunteer opportunities in a way that allows us to immediately plug graduates of our Community Leadership Program into the community, so that they can serve in valuable ways. Also, we’ve recently led a “Blue Zones” initiative trying to create a healthier, happier community, and the United Way has been just tremendous partners. They have provided as much to this initiative as anybody at the Chamber. Their leadership and expertise in leading volunteers has been integral to our success. They have been extremely helpful with the strategic planning of the initiative. This project has been something new for us in that we had not led a “community-wide” endeavor before. We’re used to serving the business community. With Blue Zones we were convening groups from throughout the community and that’s an area where United Way leaders excel and they have been tremendously helpful.
UWJC: So United Way of Johnson County is an effective partner to you on major initiatives?

NQ: Yes, but there's much more to it than just big initiatives. The United Way team feels like an extension of our Chamber group. We can go to them when we have questions, or when we need assistance. From something as little as a request to borrow their projector to helping us answer a high-level question, they're always there for us.

UWJC: The Chamber has a very diverse membership. How do you feel United Way connects to them?

NQ: United Way serves our members on many levels. Our members include municipalities, the county and the Iowa City Community School District. Obviously a lot of the work that United Way is doing is of huge importance to those entities. But beyond that, there is little that's more important to our business community than the health of our community at large. So the United Way's work on education and income and health in this community is critical. Our businesses need well-qualified workers who are prepared. They need a community that is going to attract workers who want to relocate here, and companies who want to relocate here.

UWJC: Now you're talking about social change….community-level change. How does United Way figure into that sort of discussion?

NQ: The United Way team — staff, volunteers, donors and advocates — have done such an exemplary job of capturing a real sense of where we are as a community. They work with everybody from academicians at the University of Iowa to the leaders in various sectors of the community to really capture the essence of where need exists. I feel the work that's being done by the United Way is truly going to make a difference. It isn't superficial on ANY level. It really IS going to address the most fundamental needs of our community. Metrics have been integrated so well into the 2020 Vision Goals, and the expertise United Way shares with us has been a very, very important part of our success, and will continue to be as we move forward with Blue Zones and begin evaluating its impact on the health and well-being of our community.
BUILDING A COMMUNITY OF VOLUNTEERS

In the last year, United Way’s Volunteer Center mobilized 7,718 volunteers for a total of 92,800 hours, which is the equivalent to $2,022,112 in service to the community.

Workplace volunteer programs, skilled and leadership volunteers, emergency volunteers and community mobilization by the numbers:

- **Emergency Volunteer Center**: 117 EVC volunteers trained to register, match and coordinate the large influx of volunteers who respond to a disaster.

- **UI Student Athletics Day of Caring—April 22**: 250 volunteers at 8 project sites ($16,034.25)

- **P&G Day of Caring—June 29**: 80 volunteers at 10 project sites, 360 hours, value of $7,844.40

- **FRY Fest—September 7**: 285 volunteers filling 301 shifts, 1087.5 hours, value of $23,696.63

- **Levitt United—Nov 6-8**: 42 volunteers at 13 project sites, 84 hours, value of $1,830.36

- **Rockwell—Nov 17**: 16 volunteers at 2 project sites, 37.5 hours, value of $817.12

- **United Way Day of Caring—December 17**: 50 volunteers at 5 project sites, 104.5 hours, value of $2,277.05

- **One Book Two Book Festival—January 10**: 121 volunteers, 134 shifts, 228.5 hours of service ($4,979.01); Books donated to 8 programs

- **Martin Luther King Jr. Day in Washington County**: 200 food items donated through Feed the Dream food drive at Washington; MLK Day of Action/Live at Five Event in partnership with Washington Chamber of Commerce at Hamakua Place
  - 7 agencies highlighted service opportunities
  - 19 community members attended
  - 500+ clothing items were sorted for donations to HACAP, IC Compassion, Kalona Schools

- **137 agencies posted needs on Volunteer Solutions**: 38 new agencies added in 2012

- **487 volunteer opportunities listed on Volunteer Solutions

- **27 Volunteer Management trainings provided for total of 392 hours

2012 Hours Logged

- **3,680 volunteers mobilized VERIFIED = 19,850 hours VERIFIED**
  - 3,168 volunteers referred to volunteer opportunities through website (13,950.22 hours logged on Volunteer Solutions)
  - 1,813 Volunteer Center managed (5,917 hours logged for Emergency Volunteer Center, FRY Fest, One Book Two Book Children’s Literature Festival, etc.)
  - 544 skill based / pro bono (5,497 hours — internal to United Way, including Board, Employee Campaign Coordinators, Community Impact Council, Campaign Cabinet)

- **Additional 4038 volunteers mobilized = 72,950 hours**
CAMPAIGN CABINET

Josh Schambarger  Campaign Chair; Iowa City/ Coralville Area Convention & Visitor’s Bureau
Jan Jensen  Campaign Vice Chair; University of Iowa
Gabe Aguirre  Hawkeye Sports Properties
Adam Bentley  City of Iowa City
Eadie Fawcett Weaver  University of Iowa Community Credit Union
Ryan Heiar  City of North Liberty
Gregg Hennigan  SourceMedia Group
Keith Jones  Hills Bank and Trust Company
Jerry Llor  Lepic-Kroeger Realtors
Adam McLaughlin  MidWestOne Bank
Laura McLaren  University of Iowa
Kate Moreland  IC Community School District
Chace Ramey  IC Community School District
Tricia Van Roekel  Lepic-Kroeger Realtors
Eric Weiler  Kirkwood Community College

FORMER STAFF
Juli Kennedy  Director of Engagement
Jill Schnoebelen  Volunteer Center Coordinator

OFFICE VOLUNTEERS
Bert Brook  Jacob Copper

UWJC BOARD MEMBERS
Robyn Hepker  Board Chair; Benson & Hepker Design
Timothy Ahlers  Mercy Iowa City
Gary Barta  University of Iowa
Ben Clark  Ex-Officio member; University of Iowa Tippie College MBA Board Fellow
Deb Enochson  University of Iowa Community Credit Union
Sue Evans  MidWestOne Bank
Anita Falkofske Eaton  P&G Oral Care
Bart Floyd  Board Past Chair; Great Western Bank
Patricia Heiden  Oaknoll Retirement Residence
Brian Loring  Ex-Officio member; Neighborhood Centers of Johnson County
Hass Machlab  Chair, Strategic Planning Committee; Innovative Software Engineering
Tom Markus  City of Iowa City
Lynette Marshall  Chair, Resource Development Committee; University of Iowa Foundation
Monica Nadeau  General Growth Properties, Inc.
Mark Nolte  Iowa City Area Development Group
Michael Pugh  Chair, Community Investment Committee; Bradley & Riley PC
Nancy Quellhorst  Iowa City Area Chamber of Commerce
Douglas True  Treasurer and Chair, Internal Operations Committee; University of Iowa
Jon Whitmore  ACT, Inc.

THANK YOU TO FORMER BOARD MEMBERS
Dan Brown  Stephen Murley

UNITED WAY OF JOHNSON COUNTY 2012 ANNUAL REPORT TO THE COMMUNITY
For me it’s just being able to give back. My parents always taught me to “give what you can.” Whether it’s time or money, whatever you can do.

Renee Patterson
**MARY BERGMAN AND RENEE PATTERSON ARE LONGTIME UNITED WAY EMPLOYEE CAMPAIGN COORDINATORS AT P&G ORAL CARE.**

**UWJC:** You two put so much work into your year-round United Way campaign at P&G Oral Care and have for so long, what is it that you get out of it?

**MB:** It’s very gratifying to me to be able to help people. Like when we collect supplies for agencies. When we deliver them, they’re so excited knowing that they’re going to be able to help other people. That, for me, is just very satisfying.

**RP:** For me it’s just being able to give back. I didn’t come from a “rich” background, but my parents always taught me to “give what you can.” Whether it’s time or money, whatever you can do.

**UWJC:** What do you think it means to the employees of P&G Oral Care to work for a company that’s so committed to giving back to the community?

**RP:** You know….different people feel differently. A lot of our employees support United Way and they’re glad the company supports it as whole-heartedly as it does. It’s great to have our leadership involved.

**UWJC:** Do you think employees make a connection between the campaign activities and issues that maybe they, or their friends or neighbors are struggling with?

**RP:** That’s a hard one. I think many do. The campaign events bring people together, but there’s a serious side to all of it. We’re really trying to reach out and educate about needs in the community. I think that’s why we’ve really been going to a year-round campaign. So people get the message that the need is out there all the time, not just during a certain time of year. It’s different if, you know, you give one week and then you’re done. So even if it’s just a small event like unlimited popcorn for a week, or selling walking tacos or having a bake sale during lunch breaks on every shift, if we raise two, three, four hundred dollars, that’s great. But when we do a United Way event like that four times a year, they really begin to understand that it’s a year-round thing. I think the year-round events that keep up the awareness have really helped educate our workforce.
2013 AWARD HONOREES

Spirit of Philanthropy Award

P&G Oral Care

Company of the Year

MidWestOne Bank

Outstanding Achievement Award

IOWA CITY
UNESCO
CITY OF LITERATURE

Live United Volunteer of the Year

LEVITT UNITED

Agency Executive of the Year

Kristie Fortmann-Doser
Executive Director
DVIP

Live United Volunteer of the Year

Karla Miller
Executive Director
RVAP

UNIVERSITY OF IOWA
CORPORATE AND EMPLOYEE GIFTS
The number of leadership gifts ($500 and above) are in parentheses.

$300,000 and Above
University of Iowa (182)

$200,000 and Above
ACT, Inc. (77)
Mercy Iowa City (59)

$150,000 and Above
Procter & Gamble Manufacturing Co. (45)

$100,000 and Above
MidWestOne Bank (15)
P&G Oral Care (25)

$50,000 and Above
Rockwell Collins (3)
University of Iowa Community Credit Union (37)

$25,000 and Above
City of Iowa City (27)
GEICO Insurance (15)
Hills Bank and Trust Company (7)
Pearson (3)
Scheels (4)
U.S. Bank (10)
University of Iowa Foundation (17)

$15,000 and Above
Iowa City Community School District SourceMedia Group

$10,000 and Above
Blank & McCune The Real Estate Co. (3)
Goodwill of the Heartland - UWJC Partner Agency (3)
Great Western Bank (5)
J.M. Swank Co. (6)
Johnson County (5)
Meardon, Sueppel & Downer, P.L.C. (2)
Mercer Administration (4)
MidAmerican Energy Co. (3)
RSM McGladrey, Inc. (7)
Shive-Hattery (7)
United Parcel Service (2)

$5,000 and Above
Alliant Energy Foundation (1)
Bankers Advertising/Tru Art (3)
Billion Automotive (5)
CFC Campaign (1)
City of Coralville (2)
Costco Wholesale Kirkwood Community College (2)
L.L. Pelling (2)
McComas-Lacia Construction LC (6)
Neumann Monson Architects, P.C. (1)
RBC Wealth Management (1)
Skogman Realty (2)
Target
United Way of Johnson County (6)
West Bank (1)

$2,000 and Above
AW Welt Ambrisco Insurance, Inc.
Best Buy
City of North Liberty (1)
Cole’s Quality Foods
Community Mental Health Center for Mid-Eastern Iowa - UWJC Partner Agency (1)
General Dynamics, Inc. (2)
Honohan, Epley, Braddock & Brennan (1)

$1,000 AND ABOVE
A.M. Management, Inc. (1)
Abbott Fund (1)
Adams & Baumbach Associates PC
Animal Clinic, Inc. (1)
Bradley & Riley PC (1)
Carlson Design Team PC (1)
Carlson Hartsack & Guither PLC (1)
Centro Inc. (1)
Century Link
Coldwell Banker Real Estate Professionals (1)
Cook Appraisal, Inc.
D.J. Rinner Goldsmiths
Domestic Violence Intervention Program (DVIP) - UWJC Partner Agency (1)
Elder Services, Inc.
- UWJC Partner Agency (1)
Florida Power & Light General Growth Properties, Inc. (2)
Grant Wood AEA (2)
HACAP - UWJC Partner Agency (1)
Hamburg Inn #2, Inc.
Handicare, Inc. - UWJC Partner Agency (1)
Hawkeye Ready Mix
Hawkeye Sports Properties (1)
Hawkeye Title & Settlement Services, L.C. (1)
HJR Financial Group (1)
IBM International Paper

The recognition given to those listed in this annual report is one small way to thank our volunteers and contributors. Every effort has been made to make this report accurate. If your name has been misspelled, omitted, or misplaced, we sincerely apologize. Please contact the United Way of Johnson County office with corrections or any questions you might have. Thank you for your continued support.
Many people make gifts that benefit both the United Way of Johnson County and the Community Foundation of Johnson County. There are three funds held at the Community Foundation that United Way is affiliated with:

**UNITED WAY ENDOWMENT FUND**
To build the sustainable future for United Way of Johnson County.

**UNITED WAY ENTREPRENEURIAL FUND**
Established by Casey Cook to build the pool of United Way grants that support innovative approaches to solving community priorities and emerging issues.

**UNITED WAY HEALTHY KIDS ENDOWMENT FUND**
To generate sustainable funding for school-based health clinics. Mercy Iowa City established the United Way Healthy Kids Endowment Fund with a 5-year $500,000 commitment, and a challenge to the community to meet their annual contribution of $100,000. ACT, Inc. also made a $25,000 annual commitment for 5 years for a total of $125,000. United Way has provided annual operating support for the Healthy Kids clinics since 2006 (over $355,000 to date) and works with the Healthy Kids partners to raise funds for the endowment fund, which reached $1M this year. Under the leadership of Pete Wallace and Susie Poulton, the 3rd Annual “Get Moving for Healthy Kids” walk/run raised over $50,000 for the endowment in 2012.

Donors to each of these funds help United Way plan for the future. Thank you to the following donors who made contributions to a United Way of Johnson County endowment fund during the 2012 campaign, as of December 31, 2012.

**UNITED WAY ENDOWMENT FUND**
John & Sally Staley

**UNITED WAY ENTREPRENEURIAL FUND**

**UNITED WAY HEALTHY KIDS SCHOOL-BASED HEALTH CLINICS ENDOWMENT FUND**

**DIAMOND DONORS**
Diamond Donors are generous and committed individuals who have been giving to the United Way for 25 years or more.

Bill & Jenny Anciaux
Jane & Charlie Anderson
Janice Baumbach
Floyd & Antoinette Begin
Mary Gail & Dale Bentz
Robert & Anna Bogs
Fredine & Dan Branson
Gene & Helen Ann Brawner
Robert & Vida Brenner
Charles & Heide Bursch
Joan Buxton
Richard & Ellen Caplan
Jo Catalano
Dr. Charles R. & Barbara S. Clark
Rich & Dianna Colgan
Helen Dailey
Penny Davidsen
Lolly & Del Eggers
Sue Evans
Thomas C. Eaton & Anita Falkofske Eaton
Richard & Ann Feddersen
Robert & Sylvia Forsyth
Robert Gaffey
Dick & Jane Gibson
Helen Goldstein
Daryl & Nancy Granner
Mark Grell
Gregory D. & Diana L. Hagarty
Scott & Patty Hansche
Phil & Soni Harney
Rebecca Hasler
Sohan & Shelagh Hayreh
Mark & Margaret L. Heffron
Judith Hendershot
Vivian Hickman
Albert & Jean Hood
H.D. & Myrene Hoover
Jan & Kenn Hubel
Thomas & Jean Hulme
James & Jane Jakobsen
Wayne & Donna Johnson
George & Marian Karr
Anita Keltler
Ken & Jeanette Kinsey
Christopher & Vernette Knapp
John & Claudia Knutson
Mary Lea & Richard Kruse
J. Kenneth & Ruth Kuntz
Doug & Judy LaBreque
Jim & Catherine Lane
Al & Jan Leff
Val & Lois Lembke
Jix & Jean Lloyd-Jones
Bonnie Rae Love
Lawrence & Barbara Luebert
Jo Ann Manderscheid
Nancy Margulis
Mary Mascher
EMERGING LEADERS NETWORK
Members of the Emerging Leaders Network are ages 20-45 and make a gift of at least $500 or a $350 gift combined with a commitment of at least 25 hours of volunteer service. Since 2006, the Emerging Leaders Network has supported the Healthy Kids School-based Clinics Initiative.

Matthew Boss
Tuyet & Marc Dorau
Vince & Tara Ellison
Jenni Fitzgerald
Amy & Eugene Henderson
Jan Jensen & Julie Fitzpatrick
Stan & Melanie Laverman
Roger Lusala
Donna & Dean Price
Luk & Tammia Prottsman
Crysta Roldan
Susan Squires
Andrew & Elizabeth Swanson
Jessica L. Weaver, AIA
Anonymous (1)

EMERGING LEADERS NETWORK
Members of the Emerging Leaders Network are ages 20-45 and make a gift of at least $500 or a $350 gift combined with a commitment of at least 25 hours of volunteer service. Since 2006, the Emerging Leaders Network has supported the Healthy Kids School-based Clinics Initiative.

Matthew Boss
Tuyet & Marc Dorau
Vince & Tara Ellison
Jenni Fitzgerald
Amy & Eugene Henderson
Jan Jensen & Julie Fitzpatrick
Stan & Melanie Laverman
Roger Lusala
Donna & Dean Price
Luk & Tammia Prottsman
Crysta Roldan
Susan Squires
Andrew & Elizabeth Swanson
Jessica L. Weaver, AIA
Anonymous (1)

EMPLOYEE CAMPAIGN COORDINATORS
Running a successful Workplace Giving Campaign requires a committed team of individuals who generously contribute their creativity, time, energy and enthusiasm. We would like to congratulate and recognize the following individuals from our “Top Tier” Companies for the 2012-2013 Campaign who worked so diligently to make their Workplace Giving Campaigns a success. On behalf of United Way of Johnson County, and your community, we extend our deepest gratitude.

Bold indicates company manager or CEO

ACT, INC.
Jon Whitmore
Dena Achey-Stanerson
Deb Anderson
Cindy Barnett
Saym Basheer
Marnita Beal
Michael Benning
Jeremy Breher
Bert Brook
Lisa Bruegge
Jill Buck
Eva Burken
Whitney Bush
Molly Cashman
Lauri Chappell
Rex Clemmens
Jane Coppenmiller
Julie Cox
David Cumberbatch
Jane Deets
Ronda Detlefsen

Teri Dillon
Lori Doherty
Kris Dunning
Amos Dupuis
Carol Elliott
Kellee Forkenbrock
Amy Gaskill
Cathy Gates
Jennifer Geraets
Sharon Grimm
Loretta Gronewold
Kathy Harmon
Jill Heinsius
Stephanie Hogan
Josie Holmes
Barb Howar
Cindy Hoytman
Connie Huber
Kathy Jacobs
Lorri Jensen
Dan Jones
Veronica Jones
Steve Junge
Audra King
Satyendra Kotamarthi
Amanda Levins
Mary Lewis
Melissa Leyh
Lauren Louvar
Amanda Malloy
Katy Marescalco
Kelly McKenna
Nancy Meier
Susan Mittner
Barb Mueller
Jillian Newhard
Uyen Nguyen
Teresa O’Neil
Beth Oxler
David Pate
Michael Pilarczyk
Deb Schreiber
Cassie Seydel
Charles Simpson
Ryan Slade
Deb Smilski
James Sprengelmeyer
Pat Steinbrech
Sandra Stewart
Kari Stillman
Dawn Stoner
Kris Studt
Beth Swartzendruber

Dominic Tippabattuni
Steve Triplett
Karolyn Trumpold
Lynne Tuel
Elaine Watson
Elizabeth Westerdahl
Deb Westfall
Stephanie Wilson
Chris Wilson
Benita Wolff

BLANK & MCCUNE THE REAL ESTATE CO.
Jackie Blank
Jane McCune
Alan Swanson

CITY OF IOWA CITY (AFSCME 183, AIFF 610, IOWA CITY POLICE ASSOCIATION)
Tom Markus
Adam Bentley
Karen Jennings
Tracy Robinson

GEICO INSURANCE
Lona Montgomery
Lisa Buresh
Melissa Lynne
Liz Nelson
Melissa Phillips
Chrissy Taylor

GOODWILL OF THE HEARTLAND
Pat Airy
John Posey

GREAT WESTERN BANK
Bart Floyd
Lori Meyer
Isabelle Vance

HILLS BANK AND TRUST COMPANY
Dwight Seegmiller
Amanda Arn
Shari DeMaris
Kayla Duwa
Deb Guinn
Donna Hallett
Jennifer Hingst
Dave Kriz
Lisa Nearad
Kelsey Redlinger
Deb Schaffer

IOWA CITY
COMMUNITY SCHOOL
DISTRICT (SEIU 199,
ICEA)
Stephen Murley
Kari Cornwell
Kate Moreland
Susie Poulton
Chace Ramey

J.M. SWANK CO.
Shawn Meaney
Shelley Hosseini

JOHNSON COUNTY
Pat Harney
Terrence Neuzil
Brad Comer
Kathy Davis
Dave Dvorsky
Scott Finlayson
Emily Fitzpatrick
Brad Freidhof
Darla Luchtenburg
Susie McAreavy
Becky Mills
R.J. Moore
Jan Shaw
Gary Yoder

MEEKER, SUEPPEL &
DOWNER, P.L.C.
Tim Krumm
Rick Hill

MERCEY ADMINISTRATION
Wendy Nolan
Melissa Helling
Rebecca Star

MERCY IOWA CITY
Ronald Reed
Tim Bernemann
Terry Best
Will Brown
Denise Connell
Jan Copeland

Kevin Doehrmann
Ron Hall
Kim Kacena
Roe Lloyd
Denise Maier
Mary McCarthy
Eric McColloch
Tom Mentz
Bob Miller
Jaret Morlan
Roger Norfolk
Kim Powers
Amie Rockafellow
Laura Ruplinger
Vicki Sondag
Doug Stahl
Tracy Stolpe
Kathy Townsend

MIDAMERICAN ENERGY
CO. (IBEW 109)
Tom Padley
Stacy Han
Jacque Mitchell

MIDWEST ONE BANK
Charlie Funk
Daniel Bailey
Cathe Franz
Carol Frisch
Holly Hankins
Tyler Kruse
Cindy Lynch
Adam McClaughlin
Mark Olson
Melissa Payne
Nick Pfeiffer
Cindi Schroch
Rory Stonebraker
Wade Summers
Mashawny White
Christine Wilcox
Trent Yeazel

P&G Oral Care
(IBEW 238)
Michael McCleary
Mary Bergman
Matt Boss
Bill Brockschink
Betty Goff
Jay Hogan
Alicia Lidtke

Andrew Milakovich
Diane Morgan
Vanessa Ortiz
Renee Patterson
Jane Swartzentruber

PEARSON
Darice Keating
Kate Minette
Anne Parmley
Jane Bender
Jill Cronbaugh
Joy Duffe
Joe Fiala
Teresa Flack
Mel Jurgens
Tracey Koffron
Molly Less-Petersen
Dave Maynard
Peter McKenna
Michelle Sinclair
Lindy Strause
Chris Summy
Brian Tompkins
Julie Waterman

PROCTOR & GAMBLE
MANUFACTURING CO.
Phillip Burns
Ben Elm
Katie Hoff

ROCKWELL COLLINS
(IBEW 1634)
Mitch Martensen
Sherry Balster
Mike Gardener
Kathy Koyman
Jan Mishler
Greg Widmer

RSM MCGLADREY, INC.
Dean Price
Matt Horan
Jennifer Nguyen
Jason Wagner

SCHEELS
Cory Tweden
Matt Phippen
Matt Untiedt

SHIVE-HATTERY
Phil Larson
Carrie Canning

SOURCE MEDIA GROUP
Chuck Peters
Renee Erregragui

U.S. BANK
Curt Heideman
Renda Greene

UNITED PARCEL
SERVICE (IBT 238)
Gary Brown
Eric Griffin

UNIVERSITY OF IOWA
/ UI HEALTH CARE
(AFSCME 12, SEIU
199)
Sally Mason
Kenneth Kates
Laura McLean

UNIVERSITY OF IOWA
COMMUNITY CREDIT
UNION
Jeff Disterhoft
Emma Bluemel
Deanna Emerson
Deb Enochson
Eddie Fawcett Weaver
Delanie Foster
Jennifer Grecian
Dave Johnson
Jean Knepper
Barb Markham
Katie Moorhead
Sarah Nekola
Heather Oberhaus
Eldon Snyder
Mike Staub
Liz Swanson
Lyle Trow
Chris Troyer
Sarah Van Deo
Marty Winegarden

LABOR LEADERS
SOCIETY
Gift of $350 or more
with union affiliation

Lois Ahrens
SEIU 99
Roger Brown
IBEW 109
Larry Fitzpatrick
AFSCME 12
John A. Hieronymus
ISEA
Bonnie Rae Love
UE 893
Barbara Ruva
AFSCME 12
Charlie Slaymaker
IBEW 109
Karen Smith
AFSCME 12
James Smith
SEIU 99
Rod Sullivan
AFT 716
Axel Swanson
IAFF/IPFF 610
Robert Wilson

UNIVERSITY OF
IOWA FOUNDATION /
UNIVERSITY OF IOWA
ALUMNI ASSOCIATION
Lynette Marshall
Vince Nelson
Debbie Beermann
Graciela Coffman
Kevin Collins
Helen Dailey
Sherri Furman
Jaye Kennedy
Jen Knights
Aaron Parker
Deb Seemuth
Amanda Stecker
Tyler Timko
Lana Tucker
Harrison Wheeler

UNITED WAY OF JOHNSON COUNTY 2012 ANNUAL REPORT TO THE COMMUNITY
WOMEN’S LEADERSHIP CIRCLE MEMBERS

Members of the Women’s Leadership Circle make an annual gift of at least $1,000 or a gift of $500 combined with a commitment of at least 25 hours of volunteer service.

Andrea Adams
Barbara Aldeman
Terri Anderson
Julia M. Anderson
Kristin Arnold Nagel
Cynthia Bartels
Mary Jane Beach
Susan Beckett
Debbie Beermann
Christine Bellomy
Lois Benishek
Michelle Bennett
Jean Berge
Karmen Berger
Jackie Blank
Lisa Bluder
Emma J. Bluemel
Christina Bohanen
Donetta Boone
Susan Boyd
Maurine Braddock
Amy Broermann
Bert Brook
Ellen Buchanan
Alda Buresh
Celia Burger
Carrie Canning
Richard Caplan
Ellen Caplan
Jo Catalano
Connie Champion
Betsy Chrischilles
Deborah Chudzik
Dianna Colgan
Denise Connell
Susan Craig
Judith H. Crossett
Jill Crouse
Sue Curry

Diane Dahl-McCoy
Donna D’Alessandro
Peg Dana
Barbara Davis
Kelly Day
Eleanor Dikes
Rachael Dirksen
Missy Disterhoff
Georgina Dodge
Peggy Doerge
Carolyn Kunnert Dolan
Tuyet Dorau
Lois Dusdieker
Barbara Elliot
Jane Engelinger
 Deb Enochson
Tori Erickson
 Sue Evans
Anita A. Falkofskes
 Eaton
Melissa Fath
 Edie Weaver
Ann Feddersen
Ann Feldmann
Patti Fields
Cheryl Fischer
Julie Fitzpatrick
Julie Floyd
Sue Freeman
Connie Funk
Sherri Furman
Sarah Gardial
Jane Gibson
JoAnn Haack
Mary Hacker
Kristin Hardy
Deb Hartsock
Becky Heathcote
Margaret Heffron
Rebecca Hegeman
Patricia Heiden
Jill Heinrich
Amy Henderson
Robyn Hepker
Charlene Hinrichs
Pat Hobson
Linda K. Hopkins, CPA
Lois E. James
Jan Jensen
Sheral Jensen
Gerj Jensma
Beverly Johlin
Lisa Johnson
Susan Rae Johnson
Amy Ray Kanellis
Marian Karr
Stacey Karsten
Paula Kasper-Lundahl
Vicki Kijewski
Jeanette Kinsey
Marcia Kirkpatrick
Carlo Kirsch
Tracy M. Kittrell, DDS
Judith Klink
Gayle Klooda
Jean Knepper
Audrey Knox
Amy Kristof-Brown
Sarah Krumm
Mary Lea Kruse
Jo Lavera Jones
Joyce Leff
Vicki Lensing
Kelly Liddell
Alicia Lidtke
Judith Liskin-Gasparro
Marta M. Little, MD
Jean Lloyd-Jones
Ann Lorson
Diana Lynch
Sheri Lynch
Janet Lyness
Ann Marie Machlab
Sarah Maiers
Barb Markham
Lynette Marshall
Carol Martin
Sally Mason
Katherine Mathews
Sally Mathis Hartwig
Yvonne McCabe
Linda McCarter
Ann McCarthy
Mary McCue
Jane McCune
Gayle McGillicuddy
Kathleen McLaughlin
Judith McPartland
Lori Meyer
Maureen Mondanaro
Doris Montag
Bunny Morrison
Anne Murray
Margaret Murray
Monica Nadeau
Nancy Nelson
Cindy Noack
Julie Noble
Wendy Nolan
Carrie Z. Norton
Ginger Nowak
Tracey Oehler
Kristine R. Olson
Lynda Ostedgaard
Polly Pagliai
Ann Parker
Linda Paul
Donna Fearsy
Tonya Peeples
Cindy Penney
Mary Ann Peters
Nancy Petersen
Lois Petersen
Beth Peterson
Carla Pies
Sherri Pitkin
Martina Poggenpohl
Laura Ponto
Susie Poulton
Deb Pullin-Van Aukon
Nancy Quelhorst
Pamela Quigley
Collen Rapp
Dottie Ray
Cindy Reed
Jean Reed
Helen Ann Reed
Margaret Reese
Noreen Revier
Ann Rhodes
Katherine Ryerson
Sara Rynes-Weller
Marnie Saeugling
Christine Scheetz
Janet Schlechte, M.D.
Cyndie Schmeiser
Janie Schomberg
Carol Scott-Conner
Jennifer Sessions
Susan M. Shullaw
Karen Smith
Margaret Smollen
Victoria Solursh
Helene J. Soper
Sara Sproule
Anne Stapleton
Barbara Stehens
Mary Stein
Kathryn Stepp
Mary Stone
Susan T. Strauss
Kristin E. Summerwill
Liz Swanson
Katherine Tachau
Judy Thayer
Sandra Thorington
Linda Todd
June True
Jennifer Tweden
Carol Twedt
Tricia Van Roekel
Anne Vandenberg
Rhoda Vernon
Kathryn Wallace
Cathy Weingest
Jennifer Whitmore
Michaelanne Widness
Josephine Wiley
Jennifer Williams
Nancy Willis
Stephanie Wilson
Tonja Winekauf
Andrea Woodhead
Mrs. Andrew Young
Lori A. Ziegenhorn
Gail Zlatnik
Anonymous (11)
### INDIVIDUAL LEADERS IN GIVING

#### TOCQUEVILLE: GIFTS AND PLEDGES OVER $10,000
- Gerry Ambrose & Kristin Hardy
- James P. Hayes
- Robyn Hepker
- Tim & Sarah Krumm
- Jix & Jean Lloyd-Jones
- Hass & Ann Marie Machlab
- Jane McCune & Bob Wachal
- Jim & Maureen Mondanaro
- Janet Schlechte, M.D.
- Cyndie & Russ Schmeier
- Michael & Linda Todd

#### GOLD: GIFTS AND PLEDGES BETWEEN $5,000-$9,999
- Phillip Burns
- Peg Dana
- Richard & Ann Feddersen
- Thomas & Jammie Goedken
- Bill & Judith Klink
- Phillip E. & Jo Lavera Jones
- Katherine Mathews & Edward Silagi
- Mr. & Mrs. James McCue
- Jeffrey Murray & Ann Marie McCarthy
- Arthur & Ginger Nowak
- Chuck & Mary Ann Peters
- James & Laura Ponto
- David & Noreen Revier
- Kevin Lehman & Christine Scheetz
- John Beldon Scott & Katherine Tachau
- Carol Twedt & Chet Rzonca
- Jon & Jennifer Whitmore
- Anonymous (1)

#### SILVER: GIFTS AND PLEDGES BETWEEN $2,500-$4,999
- Douglas & Linda Behrendt
- Scott & Andrea Adams
- Christine Bellomy
- Lanny & Lois Benishek
- Willard & Susan Boyd
- Maurine Braddock
- James F. & Amy Broermann
- Kenneth Brown & Amy Kristof-Brown
- John & Ellen Buchanan
- Pete Carrillo
- Jo Catalano
- John & Deborah Chudzik
- Blake & Rachael Dirksen
- Jeff & Missy Disterhoft
- Tuyet & Marc Doria
- Michael O’Hara & Jane Engeldinger
- Jon & Toni Erickson
- Thomas C. Eaton & Anita Falkofsky Eaton
- Rod Sullivan & Melissa Fath
- Bart & Julie Floyd
- Charlie & Connie Funk
- Sarah Gardial & Jeffrey Gleeson
- Dick & Jane Gibson
- JoAnn Haack
- Michael & Jill Heinrich
- Chris & Sheral Jensen
- Frederick & Beverly Johlin
- George Johnson
- Kenneth Kates
- Ken & Jeanette Kinsey
- Gayle & Roger Klouda
- Phil & Joyce Leff
- Alicia & Roy Lidtk
- Chris & Sheri Lynch
- Janet Lyness & John Wadsworth
- Michael McCleary
- Robert Miller
- Kenneth Mullen
- Carrie Z. Norton
- Kristine R. Olson
- James & Beth Peterson
- Martina Poggenpohl
- Pamela & Steven Quigley
- Jim & Colleen Rapp
- Ronald & Helen Ann Reed
- Jean & Tom Reed
- Carol Scott-Conner & Harry Conner
- In Memory of Theresa Semel
- Jack & Anne Stapleton
- Mary & Edwin Stone
- David & Judy Thayer
- Douglas & June True
- Cory & Jennifer Twedden
- Eric & Tricia Van Roekel
- Kathryn & Peter Wallace
- William Watts
- Mark Wilson
- Glen & Tonja Winekauf
- Mr. & Mrs. Andrew Young
- Anonymous (2)

#### BRONZE: GIFTS AND PLEDGES BETWEEN $1,000-$2,499
- Kenneth & Vicki Adam
- Gabe Aguirre
- Timothy Ahlers
- Bill & Fran Albrecht
- Barbara Aldeman
- Lon P. Andersen
- Terry & Terri Anderson
- Jane & Charlie Anderson
- Julia M. Anderson
- Joseph & Kathryn Bainbridge
- Gary & Connie Barta
- Cynthia Bartels
- Mary Jane & Monnie Beach
- Susan Beckett
- James Beeghly & Helen Farrell
- Douglas & Linda Behrendt
- Michelle & Alan Bennett
- Christopher Benson
- Jean Berge
- Karmen Berger
- Timothy Bernemann
- Tom Bertell
- Terry Best
- Jackie Blank
- Lisa Bluder
- Emma J. Bluemel
- Maryellen & Warren Boe
- Christina Bohannan
- Donetta Boone
- Timothy & Jacki Brennan
- Peter Brokaw
- Bert Brook
- Alda Buresh
- William & Celia Burger
- P. Barry Butler
- Angie & David Bywater
- Mike & Carrie Canning
- Richard & Ellen Caplan
- David A. Capper
- Jonathan & Susan Carlson
- Robert & Elizabeth Carlson
- David Carlson
- Craig & Connie Champion
- Andy Chappell & Meredith Rich-Chappell
- Gene & Betsy Chrischilles
- Jim & Carol Christensen
- Dr. Charles R. & Barbara S. Clark
- Rex Clemmensen
- Bryan & Ginny Clemons
- Jordan & Jana Cohen
- Rich & Dianna Colgan
- John & Mary Ann Colloton
- Michael & Denice Connell
- Susan Craig
- Judith H. Crossett
- Jill D. Crouse
- Sue & Cliff Curry
- Diane Dahl-McCoy & James McCoy
- Michael & Donna D’Alessandro
- Pat & Warren Darling
- Jeffrey Davidson
- James & Barbara Davis
- Kelly Day
- David & Sally Dierks
- Eleanor Dilkes
- Georgina Dodge
- Peggy Doerge
- Carolyn Kunert Dolan
- Mindy Olson & Ethan Domke
- Patrick & Amy Donnelly
- Nile & Lois Dusdieker
- Karen Fox & Charles Eastham
- Jeffrey Edwards
- Lolly & Del Eggers
- C.W. & Barbara Elliott
- Benjamin Elm
- Deb & Jerry Enochson
- Sue Evans
- Gary E. Fabian, CPA
- Todd Fanning
- Brian Farmer
- Eadie & Mark Weaver
- Ann Feldmann & Connie Simpson
- Jeffrey & Patti Fields
- John & Randee Fieselmann
- Cheryl Fischer
- Michael Flanigan
- Rick & Karen Fosse
- Anne & Joseph Frankel
- Sue & Scott Freeman
- Sherri Furman
- Bruce & Mary Gantz
- William Gay, DVM & Anne Wallace
- Janet Godwin
- James & Nancy Goeken
- Chris & JoAnn Goedt
- Helen Goldstein
- Daryl & Nancy Granner
- Carin M. & Peter Green
- Mr. & Mrs. Doug Green
Scott & Heather Grob  
Mitch & Melanie Gross  
David & Mary Hacker  
Gregory D. & Diana L. Hagarty  
Ronald Hall  
Jay Happel  
Deb Hartsock  
Todd & Julie Hauser  
Gary & Kathi Raymond  
Sohan & Shelagh Hayreh  
Daryl Heath  
Charles E. Heath  
Mark & Margaret L. Heffron  
Robert & Rebecca Hegeman  
Patricia Heiden  
DeWayne Heintz  
Patricia Westmoreland & Donald Heistad  
Judith Hendershot  
Amy & Eugene Henderson  
John & Mary Henk  
John Henson  
Neil Hines  
Charlene Hinrichs  
Thomas & Jeri Hobart  
Pat Hobson  
Tom & Lou Rae  
Hoogerwerf  
Linda K. Hopkins, CPA  
Jan & Kenn Hubel  
Lawrence & Carol Hunsicker  
Todd & Lisa Jacobson  
Lois E. James  
Jan Jensen & Julie Fitzpatrick  
Geri Jensma  
Susan Rae Johnson  
Keith & Connie Jones  
Hyman Joseph  
Amy Ray Kanellis  
George & Marian Karr  
Stacey Karsten  
Paula Kasper-Lundahl  
Jim & Anne Kelly  
Michael & Michelle Kennedy  
Vicki Kijewski  
Marcia Kirkpatrick  
Lee & Carol Ann Kirsch  
Tracy M. Kittrell, DDS  
Carl Klaus  
Tim Rask & Theresa Klingenberg  
Jeff & Audrey Knox  
John S. & Patricia C. Koza  
Mary Lea & Richard Kruse  
George & Phyllis Lance  
Sarah & Russell Larsen  
Richard & Annie Leblond  
Al & Jan Leff  
Vicki Lensing  
Barney & Steven Levy  
Todd & Kelly Liddell  
Judith Liskin-Gasparro  
Marta M. Little, MD  
David Lohman  
Ann & Ed Lorson  
Philip & Susan Lutgendorf  
Patrick B. Bauer & Christine M. Luzzi  
Diana Lynch  
Mark Madsen  
Sarah Maiers  
Bradley W. Maas  
Tom Markus  
Lynette Marshall & Jeffrey Ford  
David Martin  
Mark & Carol Martin  
Sally & Ken Mason  
Sally Mathis Hartwig  
Donald Maus  
Yvonne McCabe  
Linda McCarter  
Gayle McGillicuddy  
Kathleen McLaughlin  
Judith McPartland  
John R. Menninger  
Bruce W. & Lori A. Meyer  
Jim & M.J. Miller  
Sidney & Pamela Mills  
Frank Mitros & Monica Maloney-Mitros  
Thomas Mittman & Laura Stunz  
Chris Molczyk  
Kevin Monson  
Bill Montag  
Doris Montag  
Edward & Carol Moreno  
Bunny Morrison  
Sieg & Lois Muehl  
William & Jody Murph  
Margaret Murray  
Mike & Anne Murray  
Monica Nadeau  
Alan Nagel & Kristin Arnold Nagel  
Ken & Nancy Nelson  
Lawrence Niegoski  
Steve & Cindy Noack  
Dick Noble  
Julie Noble  
Wendy Nolan  
Russell & Martha Noyes  
David Oakland  
Rick & Tracey Oehler  
Thomas & Marguerite Oetting  
Jeffrey Osborne  
Lynda Ostedgaard  
Polly Pagliai  
David & Julia Papworth  
Brad & Ann Parker  
David C. Parsons & LuAnn Reynolds  
Ernest Pascarella  
Donna Peary  
Tonya Peeples & Gary Aurand  
Cindy Penney  
Thomas & Ann Persson  
Matthew Peters  
Nancy Petersen  
Lois Peterson  
Carla Pies  
Sheri Pitkin  
Sue & Jonathan Poulton  
John Powell  
Donna & Dean Price  
Michael J. & Catherine A. Pugh  
Chris & Debra Van Auken  
Neil & Nancy Quellhorst  
Steven Raczis  
Dottie Ray  
Kevin & Nancy Readman  
Cynthia Reed & Steven Lamer  
Dennis & Margaret Reese  
Ann Rhodes & Steven Miller  
Ed Ring  
Thomas M. Robinson  
Thomas Rocklin  
Stephen A. Rode  
Trudi & Jack Rosassa  
Gerard & Carolyn Rushton  
Katherine Ryerson  
Marnie & Michael Saeuling  
Doug Sanders  
Nathan Savin & Susan Enzel  
Josh & Jessica Schamberger  
Janie Schomberg  
Jim & Kim Schreck  
Konrad Schulze  
Dwight & Melinda Seegmiller  
Alberto Segre  
Jennifer Sessions  
Elieshii  
Susan M. Shullaw  
Harlan Sifford  
Dale Simon  
Michael Simpson  
James & Karen Smith  
Margaret A. Smollen  
Victoria Solursh  
Helene J. Soper  
Jerry Spears  
Sara & Steve Sproule  
Brad & Denise Staple  
Jay & Mary Stein  
Kathryn Stepp  
John Strabala  
John S. Strauss & Susan T. Strauss  
Faye & Gordon Strayer  
Keith & Carol Stroyan  
Venkiteswaran Subramanian  
Andrew & Elizabeth Swanson  
Alan Swanson  
Liz Swanson  
Rick & Sandra Thorington  
Ben Van Schepen  
Byron & Anne Vandenberg  
Debbie Beermann & David Van Dusseldorp  
Stephen Vlastos  
Jason & Traci Wagner  
Andreas Waehl  
Robert & Maureen Wallace  
John Weeg  
Tom & Cathy Weingeist  
Paul Weller & Sara Rynes-Weller  
Bruce & Sara Westemeyer  
John & Michaelanne Widness  
Josephine Wiley  
Dale & Rosemary Wilhelm  
Jennifer Williams  
Nancy & Craig Willis  
Stephanie Wilson  
Scott & Stephanie Wilson  
Charles & Mary Wolfe  
Robert & Mary Ann Woodburn  
Jerald & Andrea Woodhead  
Ben Wright  
Richard Wyss  
John Yapp & Bridget McCarron  
Michael Young  
Philip Zell  
Lori A. Ziegenhorn  
Ekhard & Wendy Ziegler  
Frank & Gail Zlatnik  
Anonymous (27)
CRYSTAL: GIFTS AND PLEDGES BETWEEN $500-$999

Dena Achey-Stanerson
Steve & Mary Adamek
Jesse L. Akers
Lee & Kazi Alward
Bill & Jenny Ancaux
Steven & Jennifer Anderson
Barrie Anderson
Kathy Arnold
Robert & Claire Ashman
Lioness Ayres
Eric & Karin Bauer
Kathryn Bauman
Tami Baumann
Doug Becker
Susan Beekman Meier
Gerald Beelner
Pamela Belman
Maryail & Dale Bentz
Ron Berg
Patti Beele & Steve Bird
Amy Boek
Matthew Bolger
Matthew Boss
Bayard Bosserman
Doug & Margaret Bottorf
Mike Bouldin
Paula Brandt
Fredine & Dan Branson
Richard & Phyllis Braverman
Leonard & Velma Brcka
Robert & Cicely Brennan
Russell Brooks
Daniel & Tricia Brown
Will Brown
Ann & Scott Brown
Brownsberger
Kory R. Buck
Margaret Bunnell
Trudy L. Burns
Derek & Christina Burns
Dan Campion
James Cantrell
Ryan Carnahan
Joyce Carroll
Charles Carroll & Lois Geist
Hodge Carter
John Chadima
Christine & Mark Chambliss
Laura Christenson
Mavee Clark
Sara Clough
Ellen Collins
Kevin Collins & Amy Carroll Collins
Dean Colton & Sheila Barron
Jim & Jennifer Conard
Tom & Joan Cook
Karen Copp
Marcia Cordts
John & Melissa Connigan
Howard J. Cowen
Jeffrey & Lois Cox
Jim Cramer & Liz Miller
Steven Crossett
David Cumberbatch
Oliver Cummings
Edwin Daering
Zachary Davis
Denton Desotel
Fred & Meg Dietz
William & Joanne Doechterman
Gloria Dorr
Richard & Debra Dorzweiler
David & Barbara Drake
Tracy Drew
Susan Dulek
Stephen Dunbar & Sally Hartman
Joseph Dutcher
Richard Dyson
Carol Ebinger
Daren Edker
Vince & Tara Ellison
Sandra Eskin
Danita Evans
Elizabeth Fahk
Kimberly Farrell
Kristi J. Ferguson Ph.D.
Kenneth Fisher
Jenni Fitzgerald
Joaquin Flores
Paul Foelsch & Karen Squires Foelsch
Lowell E. Folson
Robert & Sylvia Forsyth
Cherokee B. French III
Geoff & Jenny Fruin
Dennis Fulwider
Gary Gavin & Rosemary Regan-Gavin
Wendy Gavin
Miriam Gilbert
Brad & Deb Gilpin
Margaret & Doug Goodfellow
Sandra Goodson
James & Susan Gray
William Greazel
Eric Griffin
Scott Hale
John Halverson
Donna Hammond
Tom & Sharon Hansen
Phil & Soni Harney
Margaret Hartzell
Rebecca Hasler
Diane & P. Dale Hauser
Dr. & Mrs. Benny F.
Hawkins, Sr.
Kelly & Nancy Hayworth
Becky Heathcote
Carol & Herman Hein
Walter Helms
Arlis Helmuth
Rose Hemann
John Hieronymus
N. William & Jean Hines
Virginia Hirst
Nicholas Hoefer
Michaela Hoenicke-Moore
Katie Hoff
Albert & Jean Hood
H.D. & Myrene Hoover
Margery Hoppin
James Hussey
Elizabeth & Sidney Huttner
Patricia Ireland
Andrew & Maggie Iverson
Jason Jackson
Kathy Jacobs
Debra Jansen
Kent L. Jehle
Keith & Marnie Johnk
Hans & Lisa Johnson
Mary Johnson
Darin & Sarah Johnson
Kristin Jones
Frank Juliano
Steve & Sandra Junge
Frank & Judith Juvan
Cheri Kadlec
John & Gail Keller
Sara Kendall
Jaye Kennedy
Jonie Kennedy
Libby Kestel
Scott & Carmen Kiefer
Susan Connell & Mike Kiey
Jong Kim
Jean Knepper
Jane Knopick
John & Claudia Knutson
Eric Kooker
Julia Krieps
Samuel Kumar
Stuart Kuperstock
Jerry & Kayla Lalor
Wesley Lamarche
Scott Larson
Steve & Karen Laughlin
Stan & Melanie Laverman
Mark & Allison Law
Michael & Chelle Lehman
Ken & Lorie Leo
Steven Lepic
Loretta A. Letts
Sue Lewis
Jacqueline Lewis
Shari Lewison
Jeffrey D. & Tracy A.
Liebermann
Gerhard & Ina Loewenberg
Timothy & Marsha Lowe
Lawrence & Barbara Luebbert
Lowell & Joan Luhrman
Peter Lund
Brian Luse
Caryl Lyons
Bryan Maach
Diane Machatka
Barb Markham
Diane & J. David Martin
Becky Mathis
Susan Mattmiller
Tracy McAstor
Rick McBride
Mary McCarthy
William McCoy
Tina McCoy Hearn
Jefferson McCullough
Jennifer McDermott
Carol McGahan
Larry McGranahan
Sheri McGregor
Chris & Angie McLean
Laura & Steven McLeran
Darren McNabb
Robert McNamme
Kodi R. McQuillen
Michelle Meadows de Urquizo
Shawn Meaney
Aimee Meardon-Orris
Bob Michael & Cathy Zaharis
Chad Michel
Linda Miller
Jennifer Miller & Dai Gwilliam
Mary K. Mitchell
Lona Montgomery
Laurie Moore
Glady Moore
Lora Morgan Dunham
& Stephen Dunham
Mikayla Morse
Keith J. Mueller
Charles Murphy
Michael & Beth Murray
Robert & Connie Mutel
Nancy Nagel
Henry E. Nathanson
Juanita Nelson
Sara Netolicky
Les & Lori Neu
Mary E. Noble
Leslie & Mark Nolte
Suellen Novotny
Lynne Nugent
William & Bertha Olin
Kevin Olszewski
Lynn O’Neill
<table>
<thead>
<tr>
<th>Jonathan &amp; Susan Simon</th>
<th>Charles Simpson</th>
<th>Gretchen Warkentin</th>
<th>Michael &amp; Michele Wigim</th>
</tr>
</thead>
<tbody>
<tr>
<td>Karla Palermo</td>
<td>Amber Skoff</td>
<td>Bryon Watson</td>
<td>Ross Wilburn</td>
</tr>
<tr>
<td>Janene Panfil &amp; Don Stumbo</td>
<td>Charlie Slaymaker</td>
<td>Bob &amp; Eunice Welsh</td>
<td>Janet B. Wilcox</td>
</tr>
<tr>
<td>Nancy Parker</td>
<td>Ruth &amp; Stephen Slezak</td>
<td>Karen Wentzel</td>
<td>Marianne Wilkening</td>
</tr>
<tr>
<td>Doug &amp; Connie Parsons</td>
<td>Joy Smith &amp; David Rust</td>
<td>Gary Whittington</td>
<td>Frederick Witt</td>
</tr>
<tr>
<td>Marshall Parsons</td>
<td>Pat Smith</td>
<td>Pamela Wichmann</td>
<td>Rod &amp; Kathy Wittich</td>
</tr>
<tr>
<td>Michelle Payne</td>
<td>Stuart &amp; Joanna Smith-Dromey</td>
<td>Ellen Widiss</td>
<td></td>
</tr>
<tr>
<td>Marlene Perrin</td>
<td>Tami Smith-Rohovit</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mark Phillips</td>
<td>Mary &amp; Eldon Snyder</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Luke &amp; Tammia</td>
<td>Carol &amp; Robert Solberg</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pottsmans</td>
<td>Carol L. Spaziani</td>
<td></td>
<td></td>
</tr>
<tr>
<td>David Purdy</td>
<td>Ruth Spieker</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bruce Rademacher</td>
<td>Jennifer S. &amp; Kyle Stahlie</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bill Reagan</td>
<td>Mary Ellen Stamp</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chad Reckemmer</td>
<td>Dr. &amp; Mrs. William Stanford</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Becci Reedus</td>
<td>Margaret Staver</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Roger &amp; Barb Reilly</td>
<td>Oliver &amp; Joy Steele</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tom &amp; Ann Rice</td>
<td>Brenda Steinmetz</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ann &amp; David Ricketts</td>
<td>Garrett Stewart &amp; Natasa Durovicova</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chad Ruback &amp; Beth Ritter Ruback</td>
<td>Wendy Stinocher</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Joseph Rixen</td>
<td>Kaye Stokes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Michael Rockafellow</td>
<td>John R. &amp; Elizabeth S. Stratton</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Steve &amp; April Roe</td>
<td>Beverly Strother</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maria Rood-Stroppel</td>
<td>Stephen Strovers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tom &amp; Carol</td>
<td>Kristin E. Summerwill</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rosenberger</td>
<td>James Swaner</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Addie Ross</td>
<td>Donald Swanson</td>
<td></td>
<td></td>
</tr>
<tr>
<td>John Roth</td>
<td>Axel Swanson</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bonnie &amp; Joshua Ruby</td>
<td>Milly Swenka</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Axel Rufledge &amp; Dave Ulrick</td>
<td>Susan Szczech</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Edward Saunders</td>
<td>Kristin &amp; Wayne Thelande</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Darrell Schleif</td>
<td>Diane H. Thomason</td>
<td></td>
<td></td>
</tr>
<tr>
<td>John Schneider</td>
<td>Camille Thompson</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jerald &amp; Jana Schnoor</td>
<td>Joan &amp; Doug Thompson</td>
<td></td>
<td></td>
</tr>
<tr>
<td>David &amp; Sandra Schultd</td>
<td>Jean Treder</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Laura Seamans</td>
<td>Terry Trenkamp</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Matthew Seberger</td>
<td>Marty &amp; Cindy Tunning</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kay S. &amp; Clyde O. Seery</td>
<td>Joan &amp; Don Van Halzen</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jennifer Seery</td>
<td>Kurt Anstreicher &amp; Jane Van Voorhis</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Victoria J. Sharp</td>
<td>Beth Van Zee</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Andrew Sheehy &amp; Shannon Ross-Sheehy</td>
<td>Diane Venenga</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jason Siglar</td>
<td>Rhoda Vernon</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jonathan &amp; Susan Simon</td>
<td>Eileen Vogel</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Irene Waltz</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kevin &amp; Norma Ward</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**IN MEMORY**

<table>
<thead>
<tr>
<th>Tim Ahmad</th>
<th>Winston Alnot</th>
<th>Kathleen Armes</th>
<th>Miles Bailey</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Mona Ball</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>James Barclay</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Melba Barnes</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Gerald Beard</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Lori Bears</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Samuel Becker</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Mary Berry</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Arne Bjornal</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Florence Bozek</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Sherry Brenner</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Marilyn Brown</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Charles Buckley</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Pat Buckley</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Rosie Cahill</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Tyler Carter</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Hila Beth Cox</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Marian Cretzmeyer</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Sharon Crist</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Rhoda Cummings</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Allegra Dane</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Julia Davis</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Leon DeBoer</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Mary Doyle</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Mark Eakes</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Louis Eckermann</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Imogene Eckstein</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Richard Edler</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Sue Eldridge</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Donna Farber</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Ronald Farber</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Roger Fisher</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Jean Fountain</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Laverne Gardner</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Kathy Gill</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Carl Goetz</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Carmeletta Grady</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>George Graves</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Linda Greene</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Larry Hafner</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Marvin Hain</th>
<th>Brett Hamrick</th>
<th>Ray Heffner</th>
<th>Elizabeth Hibbeler-Anderson</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Janett Heber</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Tom Hoogerwerf</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Paul Horick</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Eleanor Horning</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Richard Jensen</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Noel Johnson</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>John Keller</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Tom Kenefick</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Jacqueline Knapp</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Jane Kurth</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Marcia Landuyt</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Mauricio Lasansky</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Erik Lemke</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>James Leu</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>LaVonne Lilly</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Sara Jane Lindberg</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Karen Lowman</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>William Lyons</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Enzo Macagno</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Elsie Martin</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Marlene McAllister</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Bruce McDowell</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Charles McLean</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Sharon McMillan</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Daniel Meyer</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Stephie Mielnik</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Patricia Milder</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Tom Millhollin</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>William Moeller</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Kenneth Moll</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Michael Morrison</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Harold Mulford</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Carol Nelson</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Dennis Novy</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Joyce Oaks</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Bea Walters</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>James Wefel</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Mary Weideman</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Frances Wenman</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>George Wine</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Virginia Woodard</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Helen Quigley</th>
<th>Joseph Rodgers</th>
<th>Sandra Ronan</th>
<th>Earl Rose</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Marilyn Schintler</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Dottie Schrock</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Peter Seaba</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Lyle Seydel</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>James Skarda</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Ian Smith</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Charles Smith</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Robert Soper</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Pamela Stewart</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>John Stokes</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Beverly Stout</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Ruth Suiter</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Thomas Summy</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Madelene Sydebotham</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Deborah Thoe</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Doris Thomae</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>James Tolzmann</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Rahima Wade</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Bea Walters</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>James Wefel</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Mary Weideman</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Frances Wenman</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>George Wine</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Virginia Woodard</td>
</tr>
</tbody>
</table>
I think that we DO have great agencies. That’s not in question. But I think we’ve come to a point where we want to do good work, and we want to do it in a way that really accomplishes the things we set out to accomplish in this community. I think that as United Way has evolved, we have become more focused.
Brian, what do you feel are the biggest challenges facing people you serve in this community?

This thing that’s in the front of my mind at the moment is the importance of getting folks settled. I think one of the things we’ve seen over the last 10 years is that there is a lot of movement among low-income families in the neighborhoods. So as we look at that movement, and see how it affects children’s ability to get settled into a school or the family’s ability to get settled into a neighborhood, we see barriers to a lot of issues that we’re trying to address. Things like getting kids ready for kindergarten, making sure school-age kids are doing well in school, or making certain that those kids are transitioning into the world of work or into a college or community college after high school. So one of the things we really want to do better with is making certain that families are getting settled and stable in a neighborhood.

What are the biggest challenges to accomplishing that?

I think a lot of it relates to housing issues. A lot of it relates to employment issues. So we want to make sure that we’re finding places where folks can live, where they can raise a family for multiple years. One of the things that always has been troubling to me personally, in places like the Broadway neighborhood for example, is you don’t have a lot of mixed generations. So you’ll see a lot of families who are within a 10 or 12 year age range. The adults in the families are in their early 20’s to mid 30’s and you don’t see a lot of senior citizens and folks who are traditionally the carriers of wisdom. So it’s really looking at how we build places where people can live for multiple years. Where seniors can live and families can find a home and settle.

You’ve been around the United Way and non-profits for a long time. United Way has changed a lot over those years. What do you think of those changes and the direction the organization is headed?

I think that in my early years there was a sort of presumption of “good.” That by virtue of being a human service organization, we were doing good work. I think that we DO have great agencies. That’s not in question. But I think we’ve come to a point where we want to do good work, and we want to do it in a way that really accomplishes the things we set out to accomplish in this community. I think that as United Way has evolved, we have become more focused. We want to get things accomplished in Johnson County that are pretty specific.

So how does that focus translate into improving peoples’ lives?

I think it concentrates the partner agencies’ efforts on areas that United Way has determined need significant attention…education, health and income. They are big issues and it’s going to take a lot of concerted and collective effort to really make change. One of the great strengths of United Way is that they have brought together leadership in the community with human services agencies to target efforts on these three areas and we will see change and improvement.