

# 2015

## ANNUAL REPORT



[www.dapstl.org](http://www.dapstl.org)



## MISSION

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Diversity Awareness Partnership is a catalyst to increase awareness, facilitate engagement and provide education about diversity and inclusion.

## VISION

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Diversity Awareness Partnership's vision is inclusive communities where diversity is respected and embraced, and equity is the norm.

# A WORD FROM OUR EXECUTIVE DIRECTOR

During a year in which headlines – both locally and nationally – were rife with stories of polarization and division, Diversity Awareness Partnership (DAP) proudly stood in stark contrast. We spent 2015 bringing people together. While the challenges in our region – from Ferguson to Mizzou – were causing ripples across the nation and around the globe, DAP was rolling up its sleeves and getting to work. Through our educational and youth programs, expansion into Columbia, Missouri, and development of new community partnerships, we brought diverse people together to find common ground, break down barriers and develop solutions.

How did we do it?

First, we brought more than 2,200 people together throughout the year as part of our Listen. Talk. Learn. (LTL) dialogue about race relations and inclusion. We facilitated more than 200 sessions that were inspired and invigorated by community members who are committed to seeing change; to understanding the life experiences of those who are different from them; to learning more; and, most importantly, to breaking down the barriers that divide us. The conversations and the warm embraces following the LTL sessions provided a strong affirmation for me that the work of Diversity Awareness Partnership must be sustained and expanded.

Second, we brought people together in the city of Columbia, Missouri, through the opening of our DAP – Columbia branch. In March 2015, we opened our doors with the generous support of Veterans United Home Loans and Shelter Insurance. We hit the ground running with networking events, diversity and inclusion trainings and an outstanding Diversity Dinner. We are proud to say that we engaged more than 1,000 people through Diversity Awareness Partnership – Columbia ... and it's just the beginning! This moment in DAP's history is profound. The founders of DAP always envisioned the organization as a model for promoting diversity and inclusion across the country, and although Columbia is not across the country, it is a great place to start. With the recent racial tensions at the University of Missouri – Columbia, our expansion to the area could not be more timely or crucial.

Finally, the expansion of our youth diversity programs was instrumental in allowing us to unite people in a unique and intergenerational way. We reached more than 400 students through their participation in our Give Respect, Get Respect Program, Explore Career Immersion Program, Rams Blitz Program and Diverse-City Art Competition. Students engaged in serious dialogue about recent events in our community, their own career aspirations, and solutions to make their school campuses more inclusive. They had the amazing opportunity to do this alongside employees from major St. Louis institutions like Edward Jones, Centene, The Boeing Company, the Saint Louis Zoo, Missouri Botanical Garden, and many more great companies in the region!

Now more than ever, it is truly an honor to be in the business of bringing people together, and we look forward to building on our recent successes in the months and years to come.

Thank you for your generous and continued support.

Sincerely,  
Reena Hajat Carroll, MSW  
Executive Director



# ORGANIZATION



**“Diversity Awareness Partnership’s Board understands and fulfills its governance role. In strategic planning, the Board questioned assumptions, debated options and came together to set direction for the organization.”**

**—The Rome Group**



# STAFF AND BOARD

## STAFF

### EXECUTIVE DIRECTOR

Reena Hajat Carroll, MSW

### DIRECTOR OF DIVERSITY TRAINING

Kenneth Pruitt, MS, Ed.

### DIRECTOR OF PROGRAMS AND COMMUNICATIONS

Justin Raymundo

### DIRECTOR OF OPERATIONS

Tina Mahtani

### REGIONAL MANAGER - DAP-COLUMBIA

Nikki McGruder

### YOUTH PROGRAMS MANAGER

Sherita Love

## 2015 BOARD MEMBERS

### EMILY PITTS

President

Edward Jones

Aimee Wehmeier

Paraquad

Livia Konkel

Thomson Reuters

### TAYLOR MASON

Vice President

David Mason & Associates

Amanda Andrade

Veterans United Home Loans

Mary McMurtrey

Greater St. Louis Community  
Foundation

Ann Seeney

St. Louis Cardinals

Melissa Harper

Monsanto

### VERONICA ARMOUTI

Secretary

The Senala Group

Christopher Fan

BJC

Rachel Seward

St. Louis Public Schools

Cindy Follman

Non-Profit Consultant

Robert B. Lehman

BJC Medical Group

### ROBYN HEIDGER

Treasurer

Enterprise Bank & Trust

Denyse Jones

Husch Blackwell, LLC

Sheryl Rose

Community Volunteer

### ARTIS TWYMAN

Communications Chair

Saint Louis Rams

Dimple Patel

Wells Fargo Advisors

Steven Hill

Microsoft Corporation

Donna Moody

Consultant

Steven Parks

Ameren

### SARA BURKE

Development Chair

The City Studio Dance  
Center

George Philips

Philips & Associates, Inc.

Tonya Edmond

Washington University in St. Louis

### BETSY SCHMUTZ

At-Large Member

Webster University

Jean Cavender

St. Louis Holocaust Museum  
& Learning Center

# 2015 CORPORATE & NON-PROFIT PARTNERS

## ACADEMIC

Fontbonne University  
Maryville University  
St. Louis College of Pharmacy  
Washington University in St. Louis  
Webster University

## CORPORATE

Ameren  
Anheuser-Busch InBev  
BJC HealthCare  
Centene Corporation  
Commerce Bank  
Dot Foods, Inc.  
Edward Jones  
Enterprise Bank & Trust  
Enterprise Holdings  
Express Scripts  
Federal Reserve Bank of St. Louis  
Midwest BankCentre  
MilliporeSigma  
Monsanto  
Nestlé Purina PetCare Company  
PwC  
Shelter Insurance  
The Laclede Group  
Toyota/Bodine Aluminum  
Veterans United Home Loans  
Wells Fargo Advisors

## NON-PROFIT ORGANIZATIONS

Independence Center  
Mary Institute and Saint Louis Country  
Day School (MICDS)  
Missouri Foundation for Health  
Opera Theatre of Saint Louis  
Saint Louis Science Center  
St. Louis Association of REALTORS  
St. Louis Public Radio

## SPORTS TEAMS

St. Louis Rams

## DIVERSITY & INCLUSION TRAINING



**“DAP has helped our staff at becoming more knowledgeable about diversity and how it shows up in the day to day. We now have a committee of staff members working toward developing best practices around inclusion.”**

—The Mission Continues

# ABOUT DIVERSITY & INCLUSION TRAINING

Diversity Awareness Partnership is dedicated to working with organizations and community members to find solutions to help make our community more inclusive today and contribute to a more equitable tomorrow. Through diversity and inclusion training, we collaborate with our businesses, non-profits, and community members to support inclusion where we work and live. We also provide safe spaces for new conversations to address barriers to inclusion in our community. By convening important dialogues, we are working with partners to improve lives in our community.

In 2015 we expanded the number of individuals we reached through our diversity and inclusion trainings with clients in our region and across the country. We worked with non-profit organizations, faith institutions, government agencies, and major corporations to challenge unconscious bias in the workplace and better understand areas of diversity. We also continued our Listen. Talk. Learn. dialogue sessions to help community members process the events that happened on August 9, 2014 in Ferguson, MO as well as the other national and local experiences of racial tension and divisiveness. Through these open and honest conversations, we helped participants understand the importance of dialogue to identifying common ground and working toward a more equitable community.

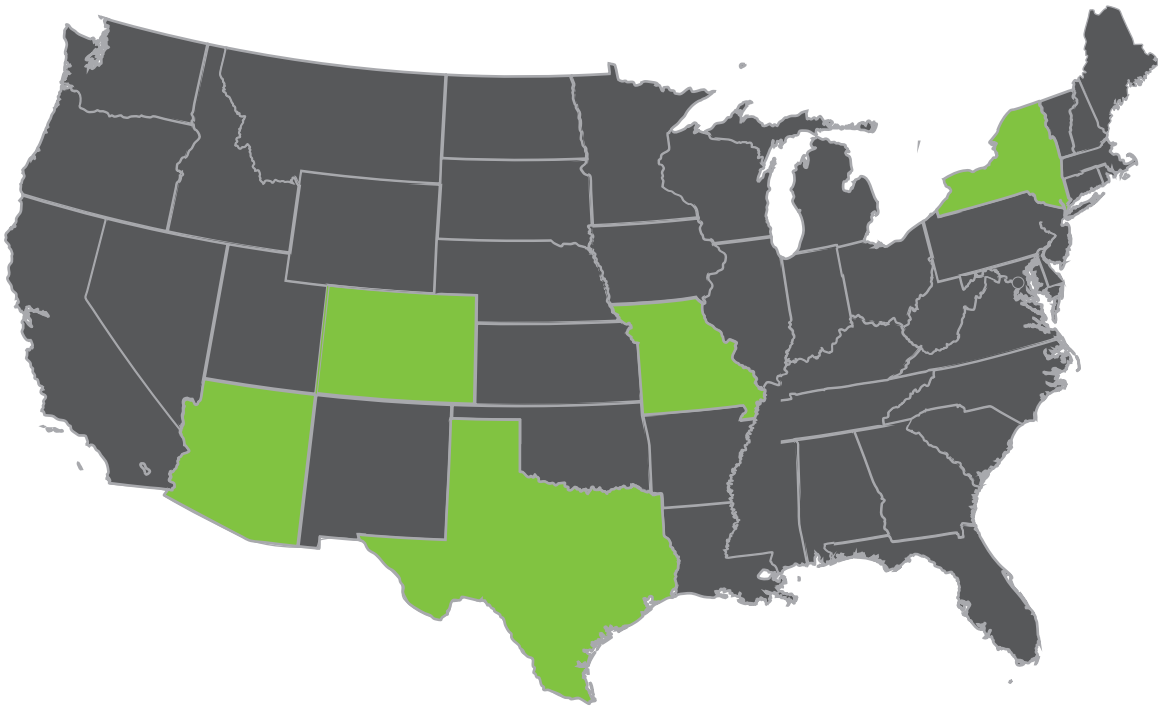
## 2015 Key Efforts:

- We reached more than **4,300** individuals through our diversity and inclusion trainings.
- More than **2,200** community members have come together to address issues of race and bias in our community through our Listen. Talk. Learn. dialogue sessions.
- We worked with more than **30** different organizations representing private, public, and non-profit sectors to make their organizations' efforts more inclusive and diverse.
- We hosted five different Diversity and Inclusion Seminars to support the professional development of diversity and inclusion practitioners in our region.



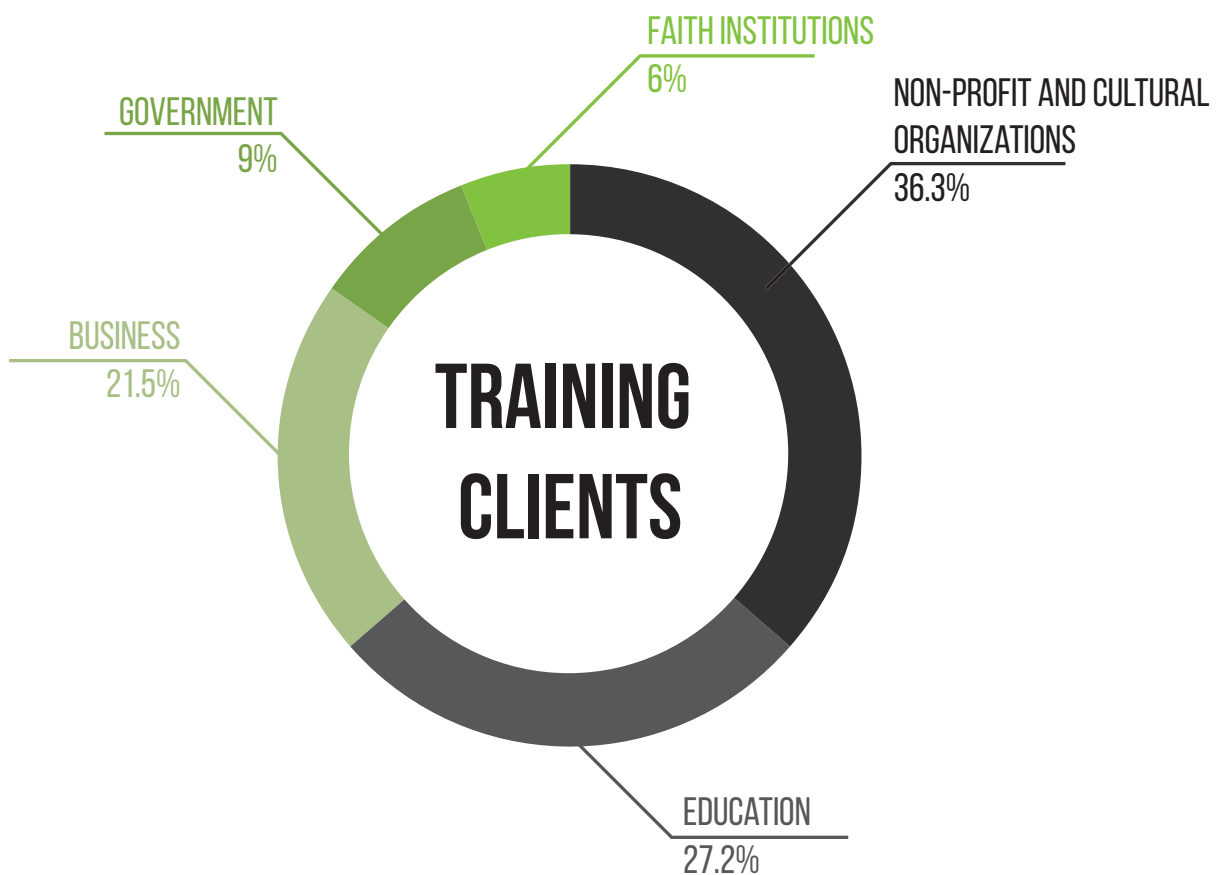


# TRAINING CLIENTS ACROSS THE U.S. IN 2015



**Missouri:** Columbia, St. Charles, Ferguson, Troy, Kansas City

**Nationally:** New York City, Houston, Denver, Phoenix



# LISTEN. TALK. LEARN.

While there are many different perspectives of what happened on August 9, 2014, the events in Ferguson brought deeply engrained inequities and divisions around race in our region into sharp focus. Our community needed to begin to acknowledge uncomfortable realities and start to better understand how our different lived experiences are influenced by our unconscious biases about race and ethnicity.

In August of 2014, Diversity Awareness Partnership launched the Listen. Talk. Learn. Campaign (LTL) to engage our community to change the tone of blaring divisiveness, which surfaced after the death of Michael Brown, Jr. We believe that the events that have transpired since August 9, 2014 after the shooting of Michael Brown, Jr. have presented the St. Louis community – as neighbors, business leaders, educators, students, and concerned citizens – with the opportunity to step forward and increase understanding of race relations and what inclusion means to the region.

To mark the one-year anniversary of the events on August 9th, DAP partnered with Ameren, Christ Church Cathedral, the Holocaust Museum and Learning Center, Left Bank Books, and the Center for Diversity and Inclusion at Washington University in St. Louis to facilitate community dialogue sessions for an entire week. Throughout the week, each organization hosted an LTL session to help build stronger connections across our community, from faith institutions to local corporations.

To date, more than 2,200 individuals have participated in our Listen. Talk. Learn. sessions. We are looking forward to continuing the conversation with more community members and expanding our effort into a Listen. Talk. Learn. 201 for deeper conversations on the issues in our community in 2016.

As many community members are looking for a way forward through policies and other community solutions, we understand that we can't move forward as a region if we are not able to facilitate dialogue with one another and understand different perspectives. Once we achieve this, we can try to find common ground and solutions.

A photograph of two young women sitting in front of a large window. The woman on the left has long dark hair and is wearing a black and white striped shirt. The woman on the right has short dark hair, wears glasses, and a white polo shirt with a small bird logo. They are both smiling. The window behind them shows a cityscape with several buildings.

## YOUTH DIVERSITY PROGRAMS

**“Seeing there are so many different opportunities for me, I have broadened my horizons.”**

—Julius, Senior at Brentwood High School

# ABOUT YOUTH DIVERSITY PROGRAMS

Diversity Awareness Partnership is committed to supporting students in our community by strengthening their skills in promoting inclusion in their schools, communities, and neighborhoods. Through four distinct program models, students are able to connect with peers from across the community as well as with industry professionals to learn about different areas of diversity, understand various career opportunities, and begin to address solutions to making our region more diverse, inclusive, and equitable.

During our Give Respect, Get Respect program, students, educators, and professionals from Edward Jones, the Missouri Botanical Garden, the Saint Louis Zoo, and The Boeing Company have critical conversations about race, ethnicity, religion, sexual orientation, gender identity, disability, and age to raise awareness and acceptance. Through our EXPLORE Career Immersion program, students learn about different career opportunities, develop important skills for college and their careers, and connect with professional mentors that are committed to each student's academic and professional success. Additionally, our partnership with the Saint Louis Rams and CharacterPlus, allowed us to engage students from schools that were divided across our community to learn together about character-driven and inclusive leadership. Finally, our Diverse-City Art Competition gave young artists the opportunity to creatively express what diversity and inclusion in our community means to them while also getting the opportunity to be in one of their first juried art exhibitions.

## 2015 Key Efforts:

- We doubled the industries represented through our EXPLORE Career Immersion program from **three** industries in 2014 to **eight** industries in 2015.
  - EXPLORE Accounting with PwC
  - EXPLORE Agriculture with KWS and BioSTL
  - EXPLORE Bioscience with BioSTL, MilliporeSigma, and Venture Café
  - EXPLORE Economics with the Federal Reserve Bank of St. Louis
  - EXPLORE Energy with Ameren
  - EXPLORE Financial Services with Edward Jones
  - EXPLORE Healthcare with Centene
  - EXPLORE Law with Husch Blackwell
- We reached more than **400** students representing more than **60** elementary, middle, and high schools in our region.
- We expanded our portfolio of youth diversity programs from **six** programs in 2014 to **twelve** in 2015.



## 2015 EXPLORE PARTNERS

**Millipore  
Sigma**

**Edward Jones**<sup>®</sup>  
MAKING SENSE OF INVESTING



**CENTENE**<sup>®</sup>  
Corporation

**HUSCH BLACKWELL**



# EXPLORE CAREER IMMERSION PROGRAM

Many cities in the country experience young people going off to college and never returning to live and work in the areas where they grew up. In an increasingly diverse society, young adults are looking for opportunities in areas that show promise to people who are just like them. Why can't St. Louis be that place?

As highlighted by the Ferguson Commission, our region has a call to action for additional career readiness support for students, particularly because current opportunities are not preparing our region's students to succeed in the workplace. Also, the current pipeline for new talent in organizations across major industries is not inclusive, diverse, or equitable.

Due to the wide racial disparities in STEM (Science, Technology, Engineering, and Math) careers, Diversity Awareness Partnership and industry leaders in the St. Louis region have invested in the EXPLORE Career Immersion program that focuses on connecting students of color to professional mentors and developing important skills to support an equitable, diverse, and inclusive workforce in our region.

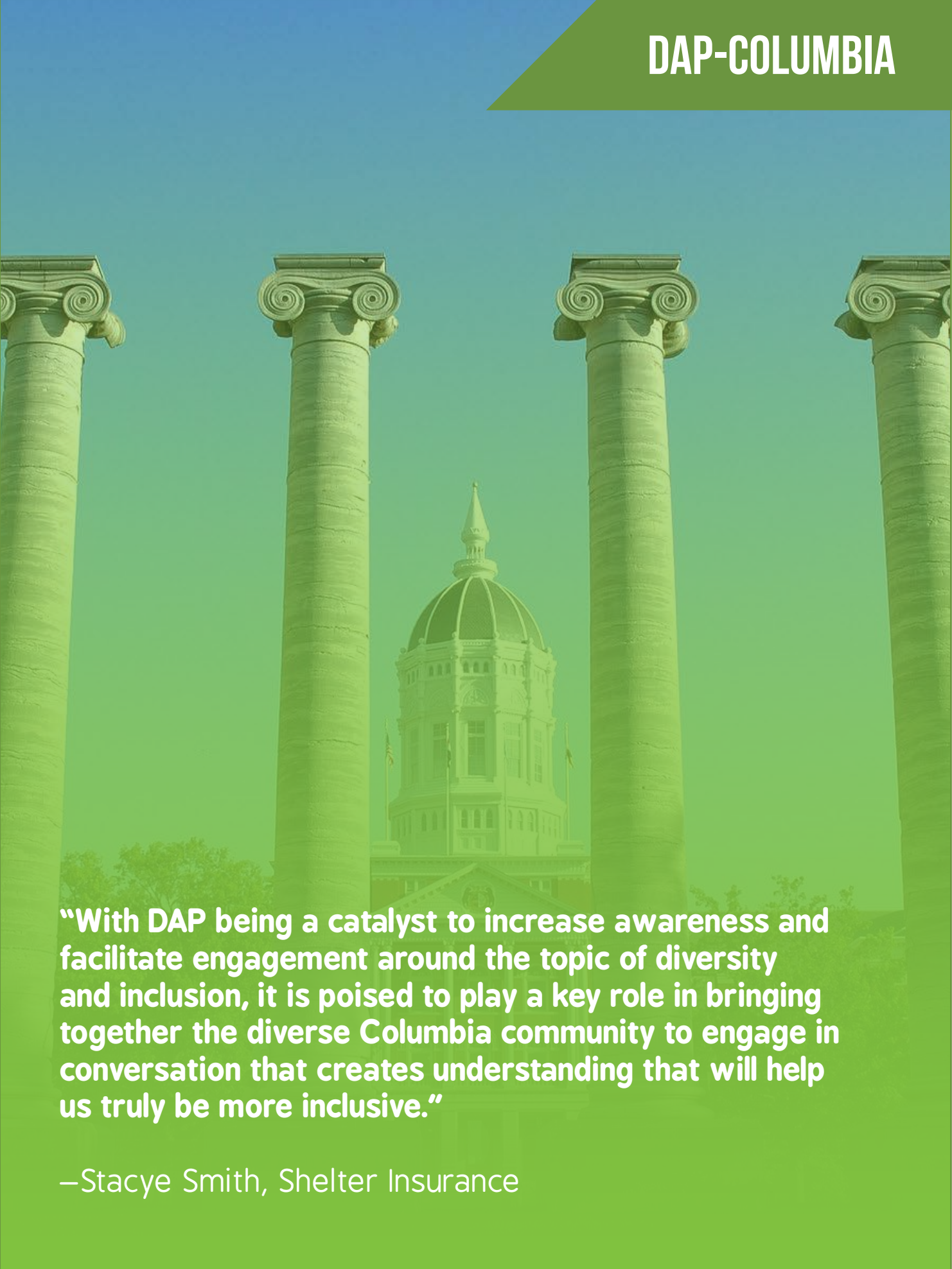
In this program, students learn that their possibilities are endless. They become engaged and excited about the many different careers that are within the field they are exploring. EXPLORE program partners have a passion to work with these students and are committed to helping them make connections for their future careers.

Diversity Awareness Partnership is committed to addressing barriers to a diverse, inclusive, and equitable workforce. Through partnership and collaboration, DAP is focused on preparing students for their future careers and helping them succeed personally, academically, and professionally. In 2015, Diversity Awareness Partnership worked with committed companies across our community to double the number of industries we reach through the EXPLORE Program. In 2015 we offered eight different opportunities for students of color in our region to connect with careers in accounting, healthcare, economics, engineering, bioscience, law, financial services, and agriculture science.

Through our youth diversity programs, DAP is committed to making our schools, workplaces, and community more inclusive.



# DAP-COLUMBIA



**“With DAP being a catalyst to increase awareness and facilitate engagement around the topic of diversity and inclusion, it is poised to play a key role in bringing together the diverse Columbia community to engage in conversation that creates understanding that will help us truly be more inclusive.”**

**—Stacye Smith, Shelter Insurance**



# ABOUT DAP-COLUMBIA

DAP launched its first regional expansion with the opening of Diversity Awareness Partnership–Columbia to support local diversity and inclusion efforts. This expansion comes at an important time for more concerted and sustained efforts for diversity and inclusion to improve communities across Missouri and throughout the country. After a thorough engagement and planning process with a community advisory committee representing area businesses and community leaders, we established our Columbia branch housed at Veterans United Home Loans.

Under the leadership of our Regional Manager, Nikki McGruder, Diversity Awareness Partnership - Columbia has already established partnerships across the community and led efforts to strengthen inclusion around race, religion, sexual orientation, gender identity, disability and age. In only nine months, DAP – Columbia convened platforms for community members to have open and productive dialogue around critical barriers to inclusion in the community and strengthened the connection among business, community, and social justice leaders.

Diversity Awareness Partnership – Columbia hosted the first Annual Columbia Diversity Dinner bringing together more than 100 diversity and inclusion advocates to support and celebrate the efforts to make Columbia more inclusive. We also held several community dialogue sessions and forums to allow community members an opportunity to begin the important conversations of finding common ground and collectively moving forward in the light of racially divisive events at the University Missouri – Columbia and in the broader community.

As we look to grow our first regional branch, Diversity Awareness Partnership is excited to engage more organizations to expand the reach of our office and to ultimately replicate all the programming from our headquarters in St. Louis.

## 2015 Key Efforts:

- Diversity Awareness Partnership–Columbia reached more than **1,000 individuals** through training sessions and community events.
- DAP – Columbia immediately responded to the student protests at the University of Missouri – Columbia through facilitating **community dialogue and public forums** with members of the University, other higher education institutions, community members, and area businesses in order to promote productive conversations and work toward common ground solutions.



# COLUMBIA ADVISORY BOARD

**Dr. Amanda Andrade**

Chief People Officer  
Veterans United Home Loans

**Loreli Wilson**

United Initiator  
Veterans United Home Loans

**Orvil Savery**

Talent Acquisition  
Veterans United Home Loans

**Dr. Eryca Neville**

Director of Alternative Education  
and Principal of Frederick Douglass  
High School  
Columbia Public Schools

**Stacye Smith**

Director of Human Resources  
Shelter Insurance

**Charles Hunter**

Regional Human Resources Manager  
Commerce Bank

**Amber Cheek**

Disability Inclusion and ADA Compliance Manager  
University of Missouri

**Dr. Laine Young-Walker**

Division Chief and Training Director of Child and Adolescent Psychiatry  
University of Missouri Healthcare



# WEEK OF DIALOGUE

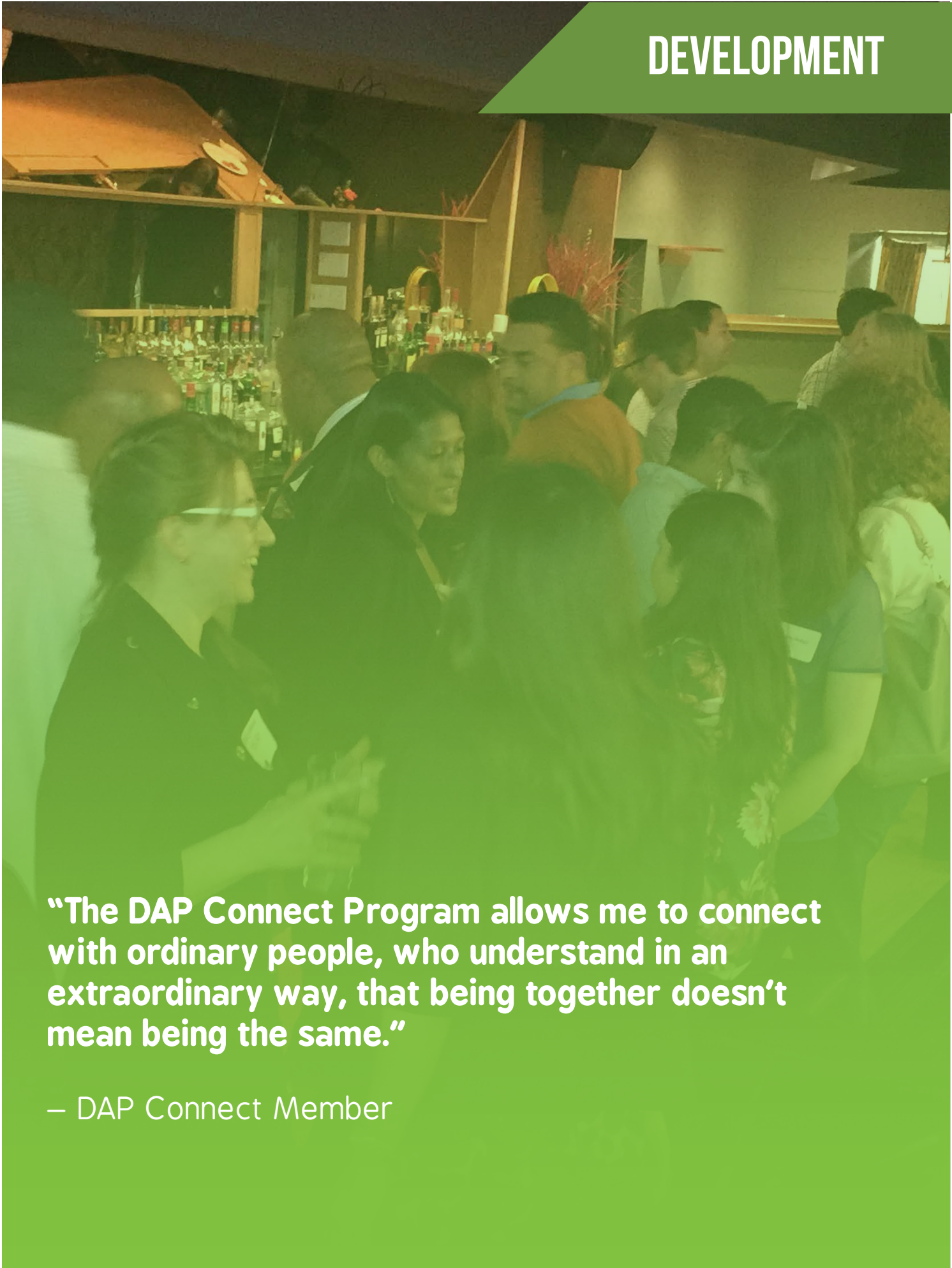
Though we would never encourage anyone to risk their health and well-being, we acknowledge the importance of Mizzou graduate student, Jonathan Butler, and Concerned Student 1950 holding leadership accountable to address the injustices being experienced daily by students of color on the University of Missouri – Columbia campus during the Fall of 2015. We understand that barriers to inclusion and equity are not always easy to grapple with and we believe that honest and productive dialogue is the first step to lasting and systemic change.

As our continued commitment to being a resource to facilitate important conversations around diversity, race, and equity, Diversity Awareness Partnership – Columbia hosted a Week of Dialogue with partner organizations from higher education, corporate, and community organizations to have safe and open spaces to discuss the events with students from Mizzou, find common ground, and work toward solutions.

In partnership with Shelter Insurance, Veterans United Home Loans, and Stephens College, we promoted respectful dialogue and helped community members have deep and critical conversations about how race and unconscious bias impact every Columbia resident. The efforts to make workplaces, schools, and neighborhoods in Columbia more inclusive are just starting to take root. We are honored to be part of the collective vision needed for a diverse, inclusive, and equitable community.



## DEVELOPMENT

A photograph of a group of people gathered at a bar, overlaid with a semi-transparent green filter. The scene shows several individuals in the foreground and background, some looking towards the camera and others engaged in conversation. The bar counter is visible with various bottles and glasses. The overall atmosphere is social and relaxed.

**“The DAP Connect Program allows me to connect with ordinary people, who understand in an extraordinary way, that being together doesn’t mean being the same.”**

– DAP Connect Member



# SIGNATURE EVENTS IN THE COMMUNITY



Diversity Awareness Partnership's signature events, the Annual Diversity Dinner and the Annual Diversity Summit, are designed to bring diversity and inclusion advocates together to make our region more inclusive and strengthen the network of champions for an equitable community. These major events are more than the typical gala or conference. Through our signature events we focus on connecting professionals working in diversity and inclusion with community resources dedicated to helping workplaces be more inclusive and accessible. Through our signature events we celebrate the key progress and partnerships of our efforts to create systemic solutions for diversity and inclusion.

## 2015 Key Efforts:

- More than 500 individuals attended our **Annual Diversity Dinner**, helping us raise funds to continue our diversity and inclusion community sessions, youth diversity programs, and awareness campaigns.
- More than 450 professionals attended our **Annual Diversity Summit** to collaborate, network and improve their understanding of diversity and inclusion through the Summit's resource fair, networking, and keynote presentations.





## DAP CONNECT

Too often we build personal and working relationships with others “like us”. In order to help our community build relationships in a diverse and inclusive way, we created the DAP Connect program. The DAP Connect program has one goal – to help members of our community diversify their social and professional network. DAP Connect members leave their comfort zone to meet individuals who are different from them, whether by race or ethnicity, age, religion, ability status, sexual orientation or gender identity.

In 2015, more than **230 DAP Connect** members built relationships with leaders throughout the St. Louis region and gained a stronger appreciation for diversity and the value of lived experiences different from their own. Our DAP Connect members not only created a stronger network across our community, but also strengthened their understanding of key diversity and inclusion areas. Through member-only educational and networking events, our DAP Connect members came together to become stronger advocates and champions of change.

We also are especially thankful for the generosity of the DAP Connect Members of our Frieda E. Smith Giving Circle. These individuals contribute \$1,000 or more to our organization to help us continue to promote diversity and inclusion in our community. We are incredibly grateful to be supported by advocates like our Frieda E. Smith Giving Circle and all of our DAP Connect members that understand that we need to invest in efforts that make our community more inclusive and equitable.

## THANK YOU TO OUR 2015 DAP CONNECT MEMBERS

Rhonda Carter-Adams	Phylicia Bolton	Justin Carney	Pat Cox
Mark Albrecht	Lakita Bonds	J Danielle Carr	Paula Creech
Gary Alexander	Elaine Boudreaux	Antionette Carroll	Roslyn Croft
Thomas Allen	Andrew Bradley	Jeffrey Carter	Stacey Cummings
Christopher Anderson	Kalyn Brantley-McNeal	Michael Carter	Suesan Daily
Karen Aroesty	Jonathan Bremer	Rachel Casey	Philip Deitch
Rebecca Atchison	Monica Brewer	Curtis Cassel	David and Bijal Desai-Ramirez
Joli Baker	Melissa Brickey	Annie Castellano	Karen Dunn
Kira Banks	Frederick Brown III	India Chapman	Tameeka Dunn
Greg Barrett	Martha Brownlee-Duffeck	Dan Chavez	Fred Dyer
Tiffany Battle	Bruce Buckland	Sarah Chavez	Kim Eberlein
Chrissy Beck	Jack Burke	Betsy Cohen	Cara Egan
Lise Bernstein	Christian Burrus	Andrea Conley	James Emanuel
Cynthia Betz	Kailey Byer	Pam Conway	Alan Ernst
Amanda Biandolino	Chester Cain	Michael Copple	Christopher Fan
Susan Block	Dewitt Campbell	John Cothrine	Carolyn Farrell

# THANK YOU TO OUR 2015 DAP CONNECT MEMBERS

Joan Ferguson  
Rachel Finch  
Cindy Follman  
Jennifer Franklin  
Kathy Freeman  
Benjamin Gandhi-Shepard  
Yuan Gao  
Lisa Gardi  
Joe Gfaller  
Leah Giessing  
Dawn Gipson  
Debra Glover  
Laurna Godwin Hutchinson  
Marlo Goldstein  
Sara Govero  
Angela Grady  
Lisa Greening  
Rebecca Growe  
Heather Hageman  
Sherita Haigler  
Darniece Harris  
Anna Hart  
Leslie Heberlie  
Melissa Heberlie  
Robyn Heidger  
Terry Henderson  
Molly Higgins  
Christine Holladay  
Joseph Hollenback  
Deborah Holmes  
Pat Holterman-Hommes  
Thomas Horejes  
Laura Horwitz  
Bridget Hoy  
Paul Huber  
Adrian Hudson  
Beth Hurst  
Melissa Imo-Moffitt  
Abby Israel  
Teresa Jacobson  
Linda James  
Jim Joedicke  
Cassandra Johnson  
Paula Jones  
Denyse Jones  
Kathy Joyce  
Dee Joyner  
Pamela Kelly  
Megan Kennedy

Nick Kenny  
Abigail Kepple  
Michael Kinman  
Dana Klar  
Livia Konkel  
Sheila Kraizer  
John Kuhn  
Karen Kunzelmann  
Andrew La Brier  
Kathleen Lee  
Carlye Lehen  
Martin Lenihan  
Ginny Lennon  
Stephen Lewis  
Lena Like  
Lisa Longwell  
Heather Lopez  
Karen Luebbert  
Lisa Lyle  
Kenneth Lynch  
Sally Beth Lyon  
Shawn Mahoney  
Sarah Markenson  
Crystal Martin  
Michelle Martin  
Lynn Maupin  
Andrea Mayrose  
Olivia McGaully  
James McGowan  
Alexis McGrail  
Kimberly McKinney  
Brittanie McMullen  
Stacy McMurray  
Mary McMurtrey  
Michael McMurtrey  
Mark Meiners  
Amy Miller  
Cheryl Milton Roberts  
Michael Minton  
Gina Montgomery  
Laura Morrison  
Nicola Moss  
Turan Mullins  
Kameron Murphy  
David Newburger  
Nichole Nichols  
Shannon Norman  
Ronald Norwood  
Melinda Ohlemiller

Steven Parks  
Diana Parks  
Dimple Patel  
Pamela Perlmutter  
Anne Perry  
Valerie Peters  
Laura Peterson  
George Philips  
Elizabeth Pickard  
Emily Pitts  
Jennifer Poindexter  
Eugene Potchen-Webb  
Keith Price  
Andrea Purnell  
Phillip Pusateri  
Jerome Rader  
Darryl Redhage  
Luanne Repaso  
Ken Rich  
James Ricklefs  
Rachel Rimmerman  
Nicole Roach  
Linda Robinson  
Charles Robinson  
Rush Robinson  
Sheryl Rose  
John Russell  
Mary Russell  
Zoey Russo  
Angie Schaefer  
Nicki Scharnhorst  
Mary Dee Schmidt  
Pamela Schneider  
Jan Schoemehl  
Jeri (Geraldyn) Schultz  
Veronica Schultz  
Patricia Scott-Jones  
Eboney Shaw  
Scott Sheperd  
Kelly Sherfy  
John Short  
Dorothy Simmons  
Annette Slack  
Sarah Slaughter  
Michelle Smart  
Lauren Smith  
Frieda Smith  
Veronica Smith  
Nancy Spargo

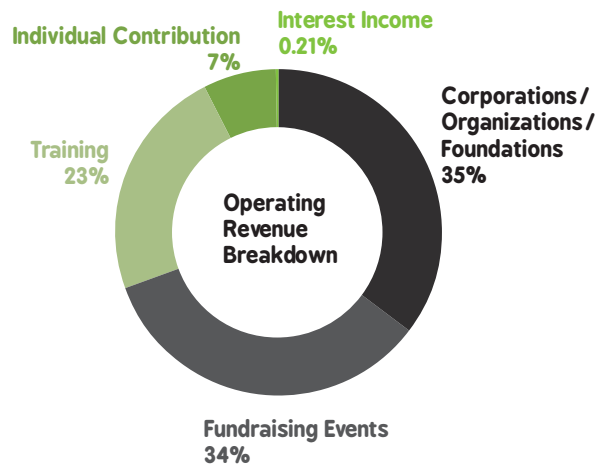
Jamie Spencer  
Erin Stamp  
Lisa Stevenson  
Dennis Strack  
Jan Swaney  
Erv Switzer  
Caya Tanski-French  
Ellen Thomas  
Ian Thomas  
James Thomas Jr.  
Andrew Thorp  
David Toben  
Molly Tovar  
Lauren Tucker  
Nila Tuckson  
Teresa Turner  
Kate Turner  
Lattissua Tyler  
Keith Tyrone Williams  
Desiree Tyus  
Emily Underwood  
James Wallace  
Alisa Warren  
Lynette Watson  
Aimee Wehmeier  
Roseann Weiss  
Aaron Welo  
Sara Wike  
Jill Willhite  
Kelly Willhite  
Curtis Williams  
Stefanie Williams  
Keith Williamson  
Loreli Wilson  
Jacinta Witherspoon  
Laila Sengupta Wolfgram  
Nicole Woodie  
Elizabeth Wunder  
Claire Wyneken  
Barbara Youmans

# FINANCIAL PROFILE

## OPERATING REVENUE

<b>Corporations / Organizations / Foundations:</b>	\$173,670	(35%)
<b>Fundraising Events:</b>	\$171,794	(34%)
<b>Training:</b>	\$116,549	(23%)
<b>Individual Contributions:</b>	\$36,035	(7%)
<b>Interest Income:</b>	\$1,058	(0.21%)

**Total Operating Revenue:** \$499,106



## OPERATING EXPENSES

<b>Program Services:</b>	\$250,622	(69%)
<b>Fundraising:</b>	\$60,925	(17%)
<b>Management and General:</b>	\$51,924	(14%)

**Total Operating Expenses:** \$363,471

<b>Operating Income:</b>	\$499,106
<b>Operating Expenses:</b>	\$363,471
<b>In-Kind Donation:</b>	\$50,000

**Change in Net Assets:** \$131,635  
(Excluding in-kind donation)

