

2017 ANNUAL REPORT





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A NOTE FROM ADRIANE

Juma means work* and, for many of us, Juma also means change**—and 2017 was no exception.

In early 2017, we embarked on a strategic planning process that set us on our course to serve more youth and serve them better. In many ways, our strategy is a reflection of the organic evolution of the organization. As we began to expand our social enterprises in 2012, we led with the principle that we would seek to understand the communities we were operating in, learn who most needed our jobs, and then determine how best to serve those youth.

After expanding across the country, we recognized that more than two-thirds of the youth we were employing had been out of work and out of school when they found Juma, and only one-third were in high school actively pursuing a path to college. We were experiencing unprecedented demand from companies who wanted to offer our youth permanent employment after they worked with Juma—enabling us to build a model encouraging employment and continued education, financial stability and career development. We are recognizing that for our young people, work is not an optional aside to education. For most,

it is the necessary foundation to getting through it. And Juma, through our social enterprise, is uniquely positioned to help connect these youth to their future careers.

In late 2017, our board of directors approved a five-year strategic plan to grow and deepen our impact through expansion of the YouthConnect program, with the vision that all youth will have the opportunity to succeed and thrive in a job market that is inclusive, equitable and diverse. In December, I was named Juma's 4th CEO, passionate about the opportunity to see this vision come to life for the thousands of youth we serve.

2017 was a year of change, but also one of opportunity. Thank you for helping us Make Possible, Possible for our youth.



Warmly,

A handwritten signature in black ink that reads "A Strong". The signature is fluid and cursive, with the first letter 'A' being particularly large and stylized.

Adriane Armstrong, CEO

* Juma: Noun/joo-ma/ 'Work' in multiple African dialects.

**Refers to the publication 'Changing Lives, Changing Times,' a retrospective of Juma's first decade as a social enterprise and youth development innovator, 2003

We believe in the power of work and the potential of young people

THE PROBLEM

Today, too many young people want to work but lack the education, skills, and confidence they need to get and keep a job. Unless someone gives them a chance, they will remain trapped in a cycle of poverty.

The stakes are high—youth who are not connected to a career pathway by age 25 will likely face a lifetime of struggle with a high risk of unemployment, poverty, and homelessness. This is projected to cost the economy \$93 billion annually in lost revenue and increased use of social services.

WHAT WE DO

Juma is a nonprofit social enterprise that operates businesses with the purpose of employing young people. We make sure they **EARN** a paycheck, **LEARN** to manage their money and gain essential skills like responsibility, teamwork and how to communicate in the workplace. Ultimately, we **CONNECT** them to their next job and set them on a path to a career.

WHO WE SERVE

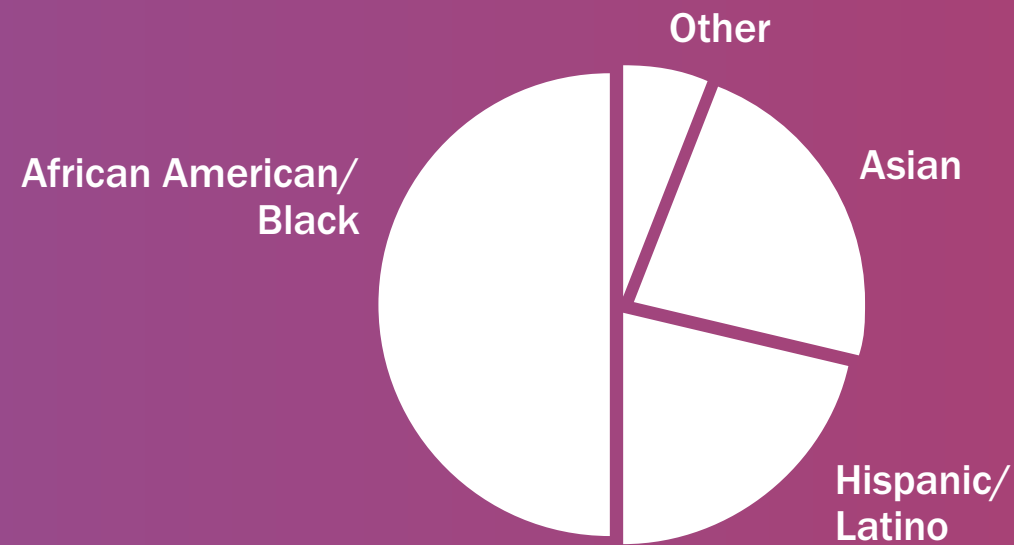
Our YouthConnect program focuses on low-income transition-aged youth (ages 16-24), who are at risk of disconnection from school and work. Referred to as Opportunity Youth, many of these young people grew up in poverty, have a history with foster care or juvenile justice, and have experienced significant trauma. As a result, they face a multitude of barriers to employment.

35%
have been involved in
Foster Care system

29%
have been Involved in
Juvenile or Criminal
Justice system

38% have experienced temporary housing
or homelessness in the past year

97% are low income



Based on self reported data from YouthConnect participants



OUR MODEL

Juma’s YouthConnect program is centered around our unique Earn, Learn, Connect model, which provides youth with a pathway toward a career and economic stability.



OUR MISSION AND VISION

Juma strives to break the cycle of poverty by paving the way to work, education, and financial capability for youth across America.

Our vision is that all young people have the opportunity to succeed, advance and thrive in the career of their choice, competing in a job market that is inclusive, equitable, and diverse.



It starts with a job: THE SOCIAL ENTERPRISE

Through our concession businesses in professional sports and entertainment venues, Juma's social enterprise provides meaningful employment experiences to youth from underserved communities.

At Juma, we say that "It Starts With a Job" because the Juma job provides more than just a paycheck. The job at the social enterprise continues to be a powerful training ground where youth gain experience in customer service and sales, and invaluable transferable soft skills such as communication, problem-solving, teamwork and leadership, that will serve them in their future careers.

Juma's Enterprise Managers are committed to providing job training and supervision through a youth development lens. This creates a nurturing environment that ensures youth have an adult they can trust and offers youth an opportunity to practice their new skills in a safe place where missteps are treated as opportunities for learning and growth.

\$3 million

in earned revenue from
the social enterprise
in 2017

For many youth, the Juma program also helps them develop solid interpersonal relationships with fellow co-workers, providing stability and strong bonds that may keep them tethered in an otherwise tough time.

Our social enterprise is precisely what allows us to provide an opportunity for our youth to earn a much needed income as well as a platform for on-the-job learning. In 2017 we employed 1,343 young people who, collectively, earned \$1.4 million in wages and learned, through their job, crucial skills like customer service, money management, professionalism and how to communicate in the workplace.

In addition, the social enterprise continues to be an important source of income for Juma, contributing \$3 million in earned revenue in 2017 to help advance our mission.

2017 also marked the completion of our geographic expansion and replication strategy with the expansion into Texas with five new venues. This growth, coupled with the addition of new venues in the existing sites, increased our total number of social enterprises to over 20. Our goal now is to continue to deepen the enterprise footprint within our six markets, exploring new types of venues and contact opportunities while continuing to increasing the number of shifts and work experience our youth are able to gain at Juma.

1,343
YOUTH EMPLOYED
IN 2017

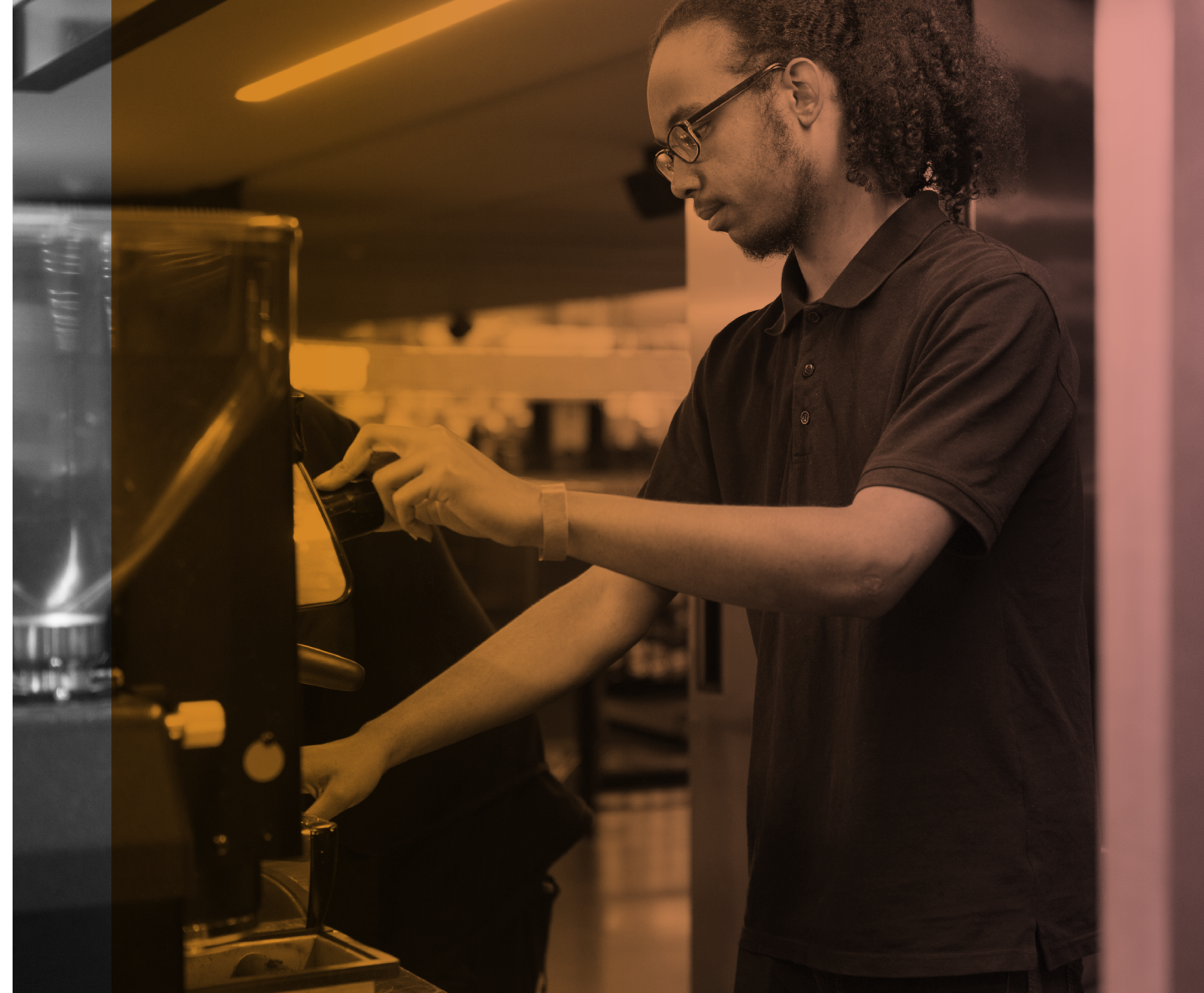


STEVEN'S STORY

Before Juma, Steven Torres, a 19-year-old from Sacramento said his family had been dealing with homelessness—or, as he put it, “bouncing around Sacramento”—moving from shelters in South Sacramento to low-income housing in North Highland, where they now live.

Steven, who is of Puerto Rican-African descent and identifies as Afro-Latino, said Juma provided the direction and stability he needed. When he started, he worked as a vendor and cart concessions, but by his second day his Manager suggested trying him out at a coffee cart, where he flourished. Soon after, Steven became a cart lead, managing a team, and later that year he received a Character Award for his “Legendary Work” from our concessionaire partner Legends Hospitality. It was this on-the-job experience that Steven said allowed him to improve his communication skills. He has now enrolled at Sacramento City College and started this Fall.

“[Juma] is more than just a job and a paycheck. We come together as a family.”

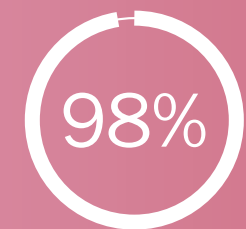


THE YEAR IN NUMBERS

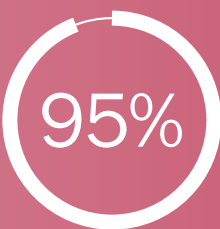
2017

Social enterprise revenue	\$3 million
Youth wages earned	\$1.4 million
Youth employed	1,343
Total hours worked	125,000

PATHWAYS PROGRAM



Youth graduated from high school



Youth enrolled in post-secondary education



Youth first-in-family to attend college

YOUTHCONNECT PROGRAM



Youth placed in full-time job and/or re-connected with education



Youth who retained new job 90 days post Juma

SINCE 1993

Low-income Youth Employed	7,200
Social Enterprise Revenue	\$34 million
Youth Wages Earned	\$9.5 million
Youth Savings, Incentives and Matches Earned	\$6.2 million



YouthConnect: CONNECTING YOUTH TO JOBS AND CAREERS

The YouthConnect program is designed to help young people build professional skills and core competencies in customer service, teamwork and communication. Through its strength-based approach, youth who have faced significant challenges already in their life are able gain confidence and a growth mindset, setting themselves up for future employment success as they navigate the transition to a healthy adulthood.

While in the program, youth are supported by a career coach, focused on helping them overcome personal barriers to successful permanent employment. Youth identify and work toward short-term and long-term personal, financial, education, and career goals in an Individual Development Plan (IDP). As part of the IDP, youth are supported to think beyond the next job and set continued learning goals, such as completing a GED, enrolling at a community college, or pursuing a credential that will help them on a pathway to a living wage and economic well-being.



Leveraging the teachable moment of a first paycheck, Juma's financial capability services provide youth the opportunity to instill lifelong money management skills. Under the guidance of Juma's career coach, youth open bank accounts and participate in financial education workshops on topics such as personal money management, budgeting, saving, financial products, credit and debt, and fraud. Youth also receive structured individual financial coaching sessions and match incentives to increase their savings habits.

While in our program, Juma exposes its young people to careers in local high-growth industries such as healthcare, advanced manufacturing, and information technology. We connect them to training pathways that lead to well-paying jobs so they don't end their education too soon and miss out on the economic possibilities now and into the future.

Juma then leverages its relationships with corporate partners to help connect youth to their next job after they complete the program. We set out to find employers who offer their employees first and foremost quality jobs, above-average salaries and robust benefits and, importantly, organizations who value diversity and inclusion. We aim to connect Juma youth to jobs where they have opportunities for further training, education support or subsidies, and a pathway to a livable wage.

To ensure a successful transition into their new job, youth get the support of their career coach during their first 90 days of employment. This first three months are the industry standard for retention success.

In 2017, Juma established 13 national anchor partnerships with corporations such as Starbucks, Amazon, UPS, CVS Health, MOD Pizza, Gap Inc. and Southwest Airlines. Once youth are hired, Juma's Career Coach provides 90 days retention support that takes the form of continued soft skills coaching, help understanding our industry partner's career mobility pathways and strengthened feedback loops with supervisors.

82%
youth secured
permanent employment
or enrolled in post-
secondary education

92%
were still retained at
90-days-the industry
marker for success



***“I don’t know anyone
who has someone like
Juma get behind them
to help them get where
they need to go.”***

ANTHONY’S STORY

As he prepared to graduate from high school, Anthony, an Oakland native, admitted that he didn’t know what was next. He spoke to a guidance counselor who mentioned Juma and decided to give it a try.

At Juma, he worked at sports venues up and down the Bay Area, vending at games for the Oakland A’s, the San Francisco Giants, and the 49ers. He also began to explore potential career pathways. Now, through Juma’s employer pipeline program, Anthony is working at CVS Health, a job he credits to Juma’s extensive preparation.

A Juma mentor coached him on the CVS Health application process, through mock interviews and preparing for an employment assessment. And, if you can’t pass the test, you’re not allowed to apply again for another six months.

“I wouldn’t be where I am right now if Juma hadn’t taught me job interview skills,” Anthony says. His passion for sports has led him to pursue a career in the sports industry, and he is taking classes in kinesiology at Laney Community College and hopes to get through a sports training or physical therapy program. He plans to leverage the customer service experience he is gaining at his CVS Health job in his future career.

Pathways: CONNECTING YOUTH TO COLLEGE

In 2017 Juma's Youth Development Coordinators worked relentlessly to support 341 youth from Seattle and the Bay area in their journey of being first in their family to attend college. Outside of their hard work in the stadiums, Juma ensured their academic performance stayed on track. They took them on college and career tours, visiting schools and workplaces of our partners to explore and learn about careers, and opening a world of new possibilities for them. Juma's YDCs provided youth with support preparing for their SATs and navigating the complexities of the school application process, and they provided counsel and words of encouragement as the youth were finalizing their personal essays. They explored and discussed financial aid options with their students so they were confident in ability to pay for college. They offered a safe, nurturing environment for these mighty teenagers as they continued their journey toward adulthood.

The Juma Pathways graduating class of 2017 made us very, very proud: 98% of our youth graduated from High School and 95% of them went on to pursue post-secondary education.



MAIAH'S STORY

The story of Maiah's life has been one of resilience in the face of enormous obstacles. As a teenager, Maiah's family moved from California and her large network of extended family to unfamiliar Seattle, over a thousand miles away. She struggled to focus on school as she sought support from a toxic partner who did not prioritize her education. That same year, Maiah lost her close friend Kaylynn who was shot and killed in a tragic act of domestic violence. Only a few months after Kaylynn's death, another tragic turn of fate left Maiah, her Mother, and her two younger sisters homeless. Despite all of the curveballs life threw at her, Maiah kept her eyes on the prize and graduated from Global Connections High School in 2017. Throughout her junior and senior year, Maiah also worked hard at Juma to learn new skills and expand her horizons.

Maiah describes her experience with Juma as more than just a job—it also provided training in customer service, helped build her confidence and social skills, and gave her a chance to become a leader. Through the many tragedies which could have upended her life and priorities, Maiah focused on her future, saving a portion of every paycheck in her Juma sponsored matched college savings account. She knew she would need the funds for her future, and she was right.

This fall Maiah will begin her college education at South Seattle College where she will learn skills in fitness, psychology, and health. She aspires to, someday, own her own health and wellness business where she can help clients to achieve their fitness goals alongside positive self-image for well-rounded mental and physical health.

“I live by the motto that, whatever you do in life, you should do it well enough to take yourself to the next level.”



STATEMENT OF FINANCIAL POSITION

December 31, 2017 (with comparative totals for 2016)	2017	2016
Assets		
Cash and cash equivalents	\$ 875,428	\$ 1,887,998
Grants and contributions receivable, net	748,559	343,530
Accounts receivable	147,081	118,950
Investments	156,043	155,189
Restricted cash	869,245	1,421,841
Prepaid expenses and other assets	188,756	158,451
Total assets	\$ 2,985,112	\$ 4,085,959
Liabilities and Net Assets		
Liabilities:		
Line of credit	\$ 148,012	
Accounts payable and accrued expenses	336,989	\$ 339,770
Individual development accounts (IDA)	199,597	322,657
Agency payable		143,248
Deferred revenue	387,669	508,677
Total current liabilities	1,072,267	1,314,352
Net Assets:		
Unrestricted (Note 2)	(82,272)	421,929
Temporarily restricted	1,995,117	2,349,678
Total net assets	1,912,845	2,771,607
Total liabilities and net assets	\$ 2,985,112	\$ 4,085,959

STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS

Year ended December 31, 2017 (with comparative totals for 2016)	Unrestricted	Temporarily Restricted	2017 Total	2016 Total
Revenues and Support:				
Grants and contributions	\$ 1,743,762	\$ 2,009,926	\$ 3,753,688	\$ 3,811,714
Employment projects	3,108,333		3,018,333	3,934,819
Investment income	1,828		1,828	2,702
Special events (net direct expenses of \$133,414 for 2017)	100,290	53,476	153,766	196,911
Miscellaneous income	99,900		99,900	77,164
Net assets released from restrictions	2,417,963	(2,417,963)	-	-
Total revenues and support	7,382,076	(354,561)	7,027,515	8,023,310
Expenses:				
Program services	5,655,389		5,655,389	6,411,450
Supporting services:				
Management and general	1,178,527		1,178,527	564,298
Fundraising	1,052,361		1,052,361	849,682
Total expenses	7,886,277		7,886,277	7,825,430
Change in Net Assets	(504,201)	(354,561)	(858,762)	197,880
Net Assets - Beginning of the year	421,929	2,349,678	2,771,607	2,573,727
Net Assets - End of the year	\$ (82,272)	\$ 1,995,117	\$ 1,912,845	\$ 2,771,601

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(AS OF SEPTEMBER 2018)

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J Walter Thompson San Francisco
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REDF
San Francisco Department of Children, Youth and their Families (DCYF)

\$50,000 to \$99,999

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Draper Richards Kaplan Foundation
Educate Now!
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Walter & Elise Haas Fund
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\$25,000 to \$49,999

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\$1,000 to \$4,999

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Joe Miller and Leslie Mann
John Denning and Paula Vlamings
Kate Jackson Hobbs
Kelvin Lee
Ken and Jackie Broad
Ken and Jennifer Kroner
Kerri Folmer
Kim T. Vu
Laureen Heinz and Phil Hidalgo
Laurie and Kevin Tempest
Linda and Tom Blackwell
Liora and Levy Gerzberg Family Foundation
Mary Huber
Mei and Herald Chen
Melissa Morales
Middlebury College
MOD Pizza
Morrison and Foerster Foundation
Muni Fry
Orla O’Hara and Marc Tanenbaum

Patrice Martin and Nathan Wilson
Patrick and Jill Sherwood
Paul La
Peet’s Coffee and Tea
PricewaterhouseCoopers
Roberta McConnell
Sally and Brian Chess
San Francisco 49ers
San Jose Water Company
Sarah Lutz and John van Rens
Saunjah Powell-Pointer
Scott and Julia Tomtania
Shadan and Braden More
Skip Folds
Stephanie Wakefield
Stephen Lockhart and Karen Bals
Steven McIntosh and Sonja Fowlks McIntosh
Susan and Chris Leupold
Susan and Geoff O’Neill
Tina Phillips
Uber
Vulcan Inc
Willie and Peggy Alford
Windermere Foundation
Yvonne and Michael Derse

\$500 to \$999

Aaron Allbrooks
Anthony and Mary Bourke
Barbara and Robert Smith
Bay City Capital
Beatrice Liang
Craig Etlin and Leslie Gordon
Dan Johnston
Dan Klein
David Ketsdever
David Tempest and Kathy Tempest
TeKolste
Diane and Paul Lowrey
Etzerson Phillitas
Eva Rijser

Evan Meagher
Frank Summerlin
J. Philip and Jennifer DiNapoli Foundation
Jaime Williams
Jason Petrait
Jerry Katz
Jim Borden
Joanna and Jeremy Brewer
John Loftus
Julie and Chuck Wulf
Julie Averill
Julie Brush
Kate Scarpa
Kathleen Volpe and Michael Shaner
Ken Thames
Larissa Acosta
Lawrence Lustig
Lucia Fernandez-Palacios and Matt Davis
Maisie Ganzler
Mandela Schumacher-Hodge
Marc Spencer
Marcus and Alix Fagersten
Mark and Kerri Lehmann
Meagan Holden
Michael George
Michelle Banks
Molly Hauser
Nancy and Todd Hooper
Natasha Fatheree
Noah Goldberg and Linda Frey
Paula Harrell
Rebecca Marino
Rebecca Scherzer
Richard Martinez
Ronald Wagner
Stephen Cote
Sumeet Ajmani
Stan Clark
Suzanne Brais
Sylvia Harris

SUPPORTERS

\$500 to \$999 cont'd

Taly Katz
Teal Pennebaker and
Bennett Blodgett
Tracey and Quinn Finnigan
Veronica and Mario Zitella
Walt and Kimberly Schmidt
William Greathouse
Zachary Blume

\$250 to \$499

AmazonSmile
Amber DeJong
Andrew and Jane Greenthal
Annie and David Rollyson
Annie Mendenhall
Balfoure Brenes
Brian Patterson
CAL Insurance and Associates
Carolyn Bernstein
Casey Matson
Catherine Morrison
Charles and Dara Schnee
Chelsea and Kyle Victor
Colleen Kiyonaga
Dave Gulezian
Debbie McCoy
Deborah and John Carey
Dennis Driver
Diana Dolores Valle
Eric Greenberg
Gerry and Nancy Miyazaki
Gregg Meglic
Howard Buford
Jennifer Savage
Jonathan Krause
Julie Kiyonaga and Andrew Law

Kamela Peart
Karen Dielman
Kathy and Steve Lasota
Ken and Tammy Bagchi
Kira Thorien
Kristine Boyden
Lena Robinson
Lindsay Lee
Maci Peterson
Maria Luisa Fernandez-Palacios
Mary Megan Peer
Michael Crair
Michele Davenport
Michele Sconiers
Mildred Chackerian
Nana Yaw
Nicole Gallant
Nikki Lasley
Pedro Mascaro
Penelope Cooper
Rebecca and Ralph Clark
Renae Griffin
Rhona O’Leary
Sasha Gourevitch
Scott Leber
Sherrie Littlejohn
Steve Ellenberg
Susan Orenstein
Theresa Lepow
Tom Chokel
Victoria and Christopher Harris
Wanda Cole-Frieman
Whitney Hooper
Yomara Naiden

Up to \$250

Aaron Freedman

Abby Kirchofer
Abigail Gallop
Adam Cavers
Adam McGuirk
Adam Pekale
Adrianna Samaniego
Agnes Ansay
Aimee Dayhoff
Alberto Aroeste
Alex Alvarado
Alex Alvarez Jr.
Alex Bernstein and Sonia Daccarett
Alex Paul
Alexis Green and Kazibi Gildenhuys
Alexis Sullivan
Alice Sholler
Alicia and Aaron Wilson
Allen Jonathan
Allison Peterson
Alyssa Hochman
Amy Huson
Ana Ashby
Ana Biegert
Andrew and Yelda Moers
Andrea Barberi
Andrew Diamond
Angelee Andorfer-Lopez
Anita Jesena
Ann Cohen
Ann Martin
Ann Stowe
Anna Mathai
Annie Hatch
Anthony Cruz
Anthony Rodriguez
Anthony Rucker
April Gubatina

Ashleigh Mavros
Ashley Holt
Ashley Wells
Azaian Cagalingan
Baba and Tade Mallum
Barbara Herz
Barbara Wilson
Ben Deutsch
Benjamin Stein
Beth Falcone
Billy Manning
BJ Bell
Blair Becker and Andrea Alegrett
Bradley Hertz
Brady Haugh
Breauna Crumpler
Brian and Grace Aviles
Brian Martin and Bradley Phiifer
Brittan Schwartz and
Brian Roginski
Caitlin Russell
Camilo Cabrera
Candice Henderson
Carl Edwards
Carol Wright
Carolyn and Fred Corey
Carrie Bryant
Carrie Murayama
Cassandra Conyers
Catherine Andresen Donaldson
and Paul Donaldson
Catherine Campos
Cathy Hastie
Cecil Plummer
Cedric Ross
Ceilidh Erickson
Charles Sims

Cheryl Smith
Chris Holt
Christine Matheney
Christine Morris
Christine Saunders
Christopher Quale
Cindy and Rich Costanzo
Claire Korolchuk
Claire Markham
Claire Wheeler
Clare Hasler
Clare Trimbur
Connor Wakayama
Corey Harris
Corri Mattli
Crystal Patterson
Cynthia Sugawara
Dale and Iris Garell
Daniel Norton
Danielle Miyazaki
Danielle Moore
Danilo Torres
Danny Allen
Darlene Ferrey
Darlene Germino
Darnell Rudolph
Darryl Trimiew
David and Lisa Wolfe
David Boehle
David Chen
David Grossman
David Levine
Deborah Lustig
Deborah Reynolds
Deborah Thorpe
Denise Williams
Derek Simmons-Tobias
Diana Contreras
Dilip Aidasani
Djuna Benson
Drew Gordon
Dustin Albertson
Dwyane Wilson

Elise Condie
Elizabeth Boyd
Erasmo Guerra
Eric Jensen
Eric Thompson
Erik Collier
Erika Wright
Esteban Ferrey
Esther Steinman
Eva Strnad
Eve Saltman
Ezera Raymond
Faith Wilson-Grove
Faraz Hussain
Felecia Shaw
Fidel Nmamu
Finley Wise
Franco and Michelle Finn
Fred Thompson
Galina Melamed
Garret Voge
Gary Barbaree
Gautam Mulchandani
Gayle Kludt
Gerald Kinoshita
Gregg Marjorie Vignos
Guy Sproles
Haleigh Sinkewich
Harlan Kowitt
Hazel Bisou
Heather Fralich
Heather Saunders and
James Oldham
Howard Simon and Vivien Igra
Iris and Ofir Sagi
Isaac Altamirano
Ivan Paladin
Ivonne Ferrey
Jaimie Kusher
James Cook
James Kelly
Janet Boucher
Janet Phan

Janet Uribe
Janette Hernandez
Jason Brown
Jason Pelayo
Jawondolyn Harris
Jeanine Henry
Jeff Tuibeo
Jeffrey Harris
Jeffrey Oropeza
Jenna Fugate
Jennifer Pileggi
Jennifer Randle
Jenny Fong
Jeremy Webb
Jessica Moffett
Jillian Kilby
Jimmy Fan
Joanna Ferrey
Jody Bissinbird
Joe Schwartz
Joe Theisen
John and Michelle Battelle
Jolinda and Ken Gladstein
Jonathan Farmer
Jonathan Stern
Jordan Wheeler
Joseph Buckley
Joseph Dashiell
Joshua Ferrey
Joshua Rai
Joshua Smith
Joyce Bichler
Julia Clements
Julie DiRoma
Julie Lewis
Julie Ruvolo
Justin Meier
Kahina Van Dyke
Kaitlyn Van Arsdell
Kara York
Karineh Khachatourian
Kate and Nathan Smith
Katherine Herz

Kathleen Charles
Kathleen Ingles
Kathleen Jack
Kathleen Sharkey
Kathy Aubin
Katie Hobson
Kelly Drenner
Kelly Hauge
Kelly Havens
Kenneth Harvey
Kenneth Klehr
Kenya Thomas
Kerry Carter
Kevin Liu
Kevin McGovern
Kevin Moran
Khalilah Williams
Kim Mitchell
Kim Walker
Kimbra Wellock
Kourtney Celestine
Kriss Deiglmeier and Samir Tuma
Kristen Bartle
Kristi Kiyonaga
Kristin Economo
Kristin Stewart
Kurt Grela
Kyra Friedell
Lara Deits
Lara Henry
Laurence Reynolds
Laverne Chambers
Leslie Lewinter-Suskind and
Robert Suskind, M.D.
Lewis Byrd
Lisa Knoop
Lisa Ralphe
Lisa Sardegna and David Carillo
Lisa Valentin
Lloyd Schafer
Loraine Binion
Lori Ann Pope
Luke Quilici

SUPPORTERS

Up to \$250 cont'd

Lulue Burton
Lynette Walker
Lynn Diodati
Lynne Tempest
Mae Gentry
Maegan Buckler
Malcolm Stanley
Marc Blinder
Marcelle Van Beusekom
Margaret Bushnell
Margaret Huang
Margaret Hutz
Maria Elena Yuli
Mark Heffenreffer and
Jan Dalessandro
Mark Sherman
Martha Gershun
Martha Winnick Blue
Mary Hover
Mary Lazar
Mary Lou and Edward Win
Mary Lyles
Mary Moody
Mary Walker
Mason and Amelia Moore
Mason Moss
Matt and Lynn Skirven
Matthew Kerolus
Matty Lynn Barnes
Megan Caldwell
Megan Hover
Megan Schumann
Melanie Lyons
Melanie Roberts
Merrilyn Chandler
Michael Heyward

Michael Manning
Michele Valenti
Mikaela Binsfeld
Mikiko Amagai
Mitchell Pok
Molly Peterson
Mona Geller
Monya Behnia
Nancy So
Nancy Young
Natalie McCoy
Natalie Moore
Nathan Carzon
Nathan Thomas
Neftali Velez
Nelson Dorvlo
Netta Conyers-Haynes
Nicholas Subias
Nicole Orsula
Nicole Singleton
Nida Pellizzer
Nuwan Samaraweera
Oliver Trimiew
Olivia Ley
Pat and Joan Gallagher
Patricia Fong
Patrick Davis
Paul Adams
Paul and Shari Abzug
Paul Vu
Paula Commerford
Paula Pretlow
Peter Blatman
Peter Tempest
Phyllis and Jerry Briskin
Q Cho
Rachael Gatling

Rachel Collins
Randy Zellerbach
Raquel and Kevin Counihan
Rebeka Osborne
Renaldo Ferrey
Renee Schor
Riccardo and Michelle Gale
Rich Hake and Chris Colladay
Richard Wilton
Rick Sasner
Ripel Desai
Robert and Jane Adler
Robert Lewis Jr.
Robyn Oldham
Rodney Robinson
Roger Ferrey
Ron Drummond
Ronald and Shoshana Levy
Rony Reingold
Roslyn Murray
Ross Saunders
Ryan Cochran and Sydney Williams
Ryann Whalen
Saamra Mekuria-Grillo
Sam Yang
Sandra Laliberte
Sandra Lawson
Sarah McMahon
Sasha Grimm
Sativah Jones
Scott Cartwright
Scott Setrakian
Sergio Ferrey
Sharon Garell
Sharon Zezima
Shawn Harmon
Shelley Leong

Shep and Sandra Maher
Sherrick Murdoff
Shirmila Cooray
Shravan and Nivedita Goli
Siddarth Cidambi
Sophia Djurovic
Stephanie Gunawan
Stephen and Dana Shrager
Steve and Andi Thompson
Steve and Kim Goerth
Susan Boiko
Suzanne Towns
Tania Webb
Tanya Firman
Thomas Dobesh
Thomas Gamble
Thomas Hatch
Tiffanie Ihrig
Todd Leber
Tom Dugan
Torrey and Patricia Fingal
Traci Hill
Tracie Ponder
Tyler Goerth
Vanessa Ohta
Vaughn Hester
Vera and Neno Duplan
Vesper Hubbard
Vladimir and Cassandra Bukhin
Walter Hatch
Whitney Hampton
Willard Hatch and Judi Keyser
William Leitsch
William McDougal
Yasmin Hormozi
Yeshihareg Zelele
Zipper Hack-Asuncion





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