



2020 Annual Report




348
moms
served

498
children
served

Dear Friends,

As we ended Fiscal Year 2020, the world around us was spinning with the pandemic, racial injustice, and political divisiveness. When we look back on this year, that will likely be what we remember most.

But stepping back to take the whole year in view, the months leading up to the pandemic held important moments in the history of New Moms. Foundations were being laid that, unbeknownst to us, would prove to be strong in the face of a crisis.

As you read through this annual report, you'll learn how in the first half of this fiscal year we innovated and shared our learning with other organizations so we could touch more families. This work continued to grow, even with the constraints of the pandemic. You'll celebrate with us as we share about a historic fundraising year—a true testament to the faithfulness and generosity of a community that has stepped up even more to support our young moms and children since the pandemic. And we'll spotlight New Moms' long held commitment to racial equity and how this has informed the formation of our programming from the inside out.

While the pandemic created challenges to how we worked with young moms and their children, we knew an essential truth as we navigated through the past year: **our mission matters, now more than ever.**

Young moms faced incredible challenges with courage, finding ways to care for their children while coping with the impact of COVID-19. Our staff team adapted quickly and has continued to walk alongside (albeit 6 feet away) young families, despite all the changes it has necessitated. And our Board of Directors, Associate Board, community volunteers, and donors have all rallied to the cause, spurred on by the urgent needs we are confronting.

What we will never forget about this year is the tremendous community of support that showed up in major ways.

The mountains of donated diapers, the outpouring of generosity to raise critical funds to support our work, and all the encouragement and prayers you sent our way this past year allowed us to show up and move with stability into the next year. **Thank you for being part of the New Moms community.**

Grace & Peace,

Laura Zumdahl

Laura Zumdahl, Ph.D
PRESIDENT & CEO



Research, LEARNING & Innovation



Learning and Innovation is a foundational mindset at New Moms, baked into all that we do. We maintain a spirit of inquiry with young families at the center, asking: **in what bold ways can we support the well-being of young moms and their children?**

Since 2016, we have **incorporated principles of brain and behavioral science**¹ into New Moms agency-wide operations and programming. Research-based initiatives in our Housing, Family Support, and Job Training programs lay the groundwork for strong families and thriving communities. Developments this year include:

- With coaching from our partners at **Harvard Center on the Developing Child**,² we created a study design template for planning, piloting, and iterating on innovative new strategies in our programs.
- We developed an agency-wide **Theory of Change** to articulate and align our strategies to support family economic mobility and well-being.
- We began to co-design new program strategies with a clear study design process that uses fast-cycle iteration to center on our coaches and participants' expertise quickly and adapt nimbly for improved outcomes.

Our **learning and innovation** has only accelerated during the pandemic. Responding to urgent priorities of safety, health, security, and connection, we have become experts in PPE procurement and surface sterilization, creating online order forms for young moms to **order free essential supplies** from New Moms with regular contact-free deliveries, **emergency cash transfers**, and training all staff on new technologies to **enhance virtual coaching**. Such rapid shifts fast-forwarded learning and testing for many of our planned, longer-term innovation initiatives, including virtual coaching enhancements, direct cash transfers, and broader agency technology strategy.

"I'm very impressed with New Moms and how they turned this around. We got access to all this technology so fast. It's just been amazing how we hit the ground running."

– Shree Topps, Oak Park Family Support Specialist

¹ Ideas42 Poverty Interrupted and EmPath Using Brain Science to Create Pathways out of Poverty

² <https://developingchild.harvard.edu/resources/current-frontiers-innovation-portfolio-projects/>

Executive Skills at New Moms



Everyone has Executive Skills—the 12 brain-based capabilities that act as an “**air traffic control system**” to help us organize things, plan things, and get things done. This basic architecture of the brain begins to develop before birth, with its largest period of growth in early childhood through adolescence. Emerging scientific evidence shows an additional period of rapid brain development when people become parents—therefore this period of time is a huge opportunity for re-wiring of the brain. **Strong Executive Skills development, coupled with supportive relationships and reduced stress, can mitigate obstacles and help us achieve our individual and community-wide goals.**

In 2016, with support from The Annie E. Casey Foundation, New Moms piloted **Executive Skills-based coaching** for young moms in our Job Training program. The pilot was so successful for young moms and for the Job Training program that we gradually scaled the strategies into our Housing and Family Support programs. Now, all staff and all young moms identify their Executive Skills and learn how to incorporate this knowledge into their own life and work.

We partnered with Global Learning Partners to conduct an intensive implementation case study of New Moms' Executive Skills approach in our Job Training program, and develop an **Executive Skills implementation toolkit** for peer Job Training organizations. In Fall 2019, we released New Moms' Executive Skills Implementation Case Study and Implementation Toolkit publications, and began to offer training and technical assistance for peer organizations, in Chicagoland and around the country, that are interested in learning more about implementing Executive Skills coaching in their programs.

 **Read more about our Executive Skills Implementation case study, toolkit, and training and technical assistance offerings [here](#).**



94 young moms obtained permanent employment (surpassing our goal of 80), a 10% growth from the previous year.

NEW MOMS in the time of COVID

Ensuring the physical safety and health of New Moms staff and young families has been the number one priority throughout the COVID-19 pandemic. We also know that experiences of ongoing spatial distancing, job loss, lack of childcare, and other issues related to the pandemic can negatively impact mental health and well-being in a young family. Our programs have operated continuously throughout the pandemic, providing young moms with reliable social support through their New Moms Coach(es), including via:

Virtual Coaching

Most 1:1 interactions between young moms and their New Moms coach(es) shifted to virtual platforms (Zoom, text, phone call, etc.) in March 2020. We surveyed young moms in March to better understand their access to technology and wifi in their homes, and worked hard to provide additional access and tools for young moms as needed, distributing tablets or Wi-Fi hotspots. Coaches **shifted scheduling**, tried **new and different ways of engaging young children in activities** during parent-child interaction coaching, and we adopted **new technologies** internally to decrease our reliance on physical paper materials and resources in coaching.

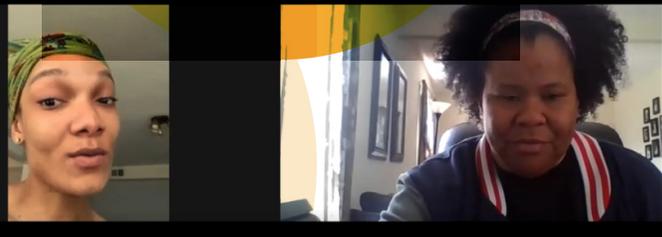
“It’s kind of been helpful. Since it’s virtual, I’m at home so I’m still able to get some of the business done that I need done at home while I’m on my Zoom call.”

– Shakira,
Job Training alumnus



“I’ve been really impressed with how my participants have been so flexible with communicating virtually. They’re really focusing on parenting, focusing on that parent-child relationship. It’s just great to see them interact with their children and still find the positive sides of things.”

– Andrea Serna, Oak Park Family Support Specialist



Spatial Distancing

Some aspects of our work are not possible to conduct virtually. Our social enterprise, **Bright Endeavors**, sells hand-poured soy candles made by young moms in our Job Training program, gaining paid work experience in Bright Endeavors’ manufacturing space. To meet the increasing customer demand for Bright Endeavors’ candles throughout the pandemic, our Job Training program reorganized the Bright Endeavors workspace, enacted **physical distancing and mask-wearing procedures**, and limited the number of young moms enrolled in and working at Bright Endeavors. Young moms are now at Bright Endeavors three days of the week, meeting virtually on the remaining two days of the week for their group workshops, job search, and coaching.



“Now that I have to come to work, I’m getting more done. I’m more focused. It was just really hard for me staying in the house with my child, so thank you for letting us come back to work!”

– Infiniti,
Job Training alumnus

Essential Items Delivery

We created an **online order form** for young moms to select **essential items** their coaches deliver to them in a monthly, **contact-free drop off**. Coaches have distributed thousands of diapers, wipes, cans of formula, feminine hygiene products, body care products, and toiletries so young families can focus on other aspects of parenting, access necessary items that may be out of stock on store shelves, and continue to see their coaches— even from a distance greater than 6 feet!

Right: New Moms’ Director of Chicago Family Support Luecendia Reed (left), with the help of Chief Program Officer Melanie Garrett (right), deliver essential goods to participants.

“We pretty much try to keep 6 feet apart, if we’re in a group talking we all have our masks on and we keep our hands clean. I love this job, it’s like a second family.”

– Marchelle,
Job Training alumnus



Cash Disbursement

Responding to the rapid job loss and financial stress young families experienced early in the pandemic, New Moms partnered with **Family Independence Initiative** through its **#GiveTogetherNow Chicago Fund** to provide immediate financial relief to families in our programming who lost their jobs due to the pandemic.

Within the span of two weeks in late April, through Family Independence Initiative's platform, **our team helped facilitate \$500 direct deposits into the bank accounts of 45 families who experienced employment loss.** We quickly navigated relationships with partners to offer our Housing residents financial assistance with rent reductions and lease extensions. A few months later, we partnered with Austin Coming Together and Parents as Teachers to provide additional cash transfers to young families. In total, **98 young families received direct cash deposits, totaling \$38,450.**

This flexible cash deposit gave families additional bandwidth and choice to spend in the way that best supported their family's individual situation.

Cash support is powerful because it:

- Shows trust in our participants to make decisions for themselves.
- Reduces stress by allowing young moms to plan their finances beyond immediate necessities.
- Is a fast and efficient way to improve economic mobility from poverty.

"I felt relief, that there was hope. I took care of everything I needed to with the money."

- Destiny Kelly,
New Moms' Participant

"It's truly putting our money where our mouth is and saying 'we really trust you, you are the expert of your own life.'"

- Melanie Garrett,
Chief Program Officer

50% of young moms retained employment for 12+ months, despite the COVID-19 pandemic, which resulted in significant job loss. (vs. 39% national benchmark)

EMBRACING Family-Centered Coaching

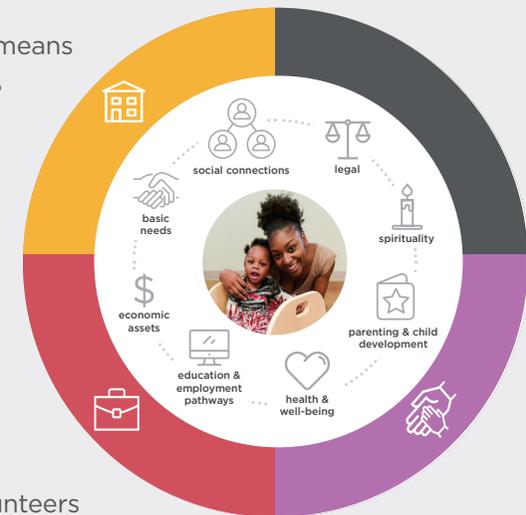
Grounded in a commitment to racial equity, New Moms' **Family-Centered Coaching** approach drives our mindset and our practice. It is the foundation of everything we do at New Moms to achieve our intended impact, where **young moms take powerful first steps toward mobility and family well-being.**

Our Family-Centered Coaching mindset recognizes and believes in the inherent strength and potential of all New Moms families; young moms are the experts of their own lives. Our Family-Centered Coaching practice frames every interaction young moms have with New Moms and ensures young moms' goals, voice, and choice drive the agenda.

Systemic discrimination and other experiences of trauma have far-reaching, generational impact on economic mobility and family well-being. Staff at New Moms create a **safe and equitable, healing-centered community** by understanding the brain and behavioral science of decision-making, effects of scarcity and institutional racism, and probing implicit bias. We continuously center on families' strengths, goals, and choices every step of the way, from program strategy to individual coaching conversations.

Family-Centered Coaching in practice means coaches ask young moms open-ended, powerful questions that **support the exploration of their hopes and dreams for themselves and their kids.** We partner with moms to share resources, tools, and encouragement as they build momentum by taking first steps toward achieving their goals.

This year, New Moms scaled our Family-Centered Coaching approach from an initial pilot with a few coaches. Now all staff, Board members, and volunteers get trained on our **Family-Centered Coaching framework and principles of racial equity, scarcity, and healing-centered resilience.** We adapted many of our hiring and onboarding procedures to align with our Family-Centered Coaching mindset and practices. We convened a group of coaches to co-design additional, ongoing Family-Centered Coaching tools, skill-building resources, and trainings to support young moms. We are now all Family-Centered Coaches at New Moms, and invite you to join us with a Family-Centered Coaching mindset into 2021.



Agency-wide, **71%** of participants obtained high school diplomas or GEDs,

During our 16-week Job Training program, participants saw an average **1.4** grade level increase in reading and math comprehension.

71% of participants increased their grade level in either reading or math.

Revenue

FY20 (JULY 1–JUNE 30)

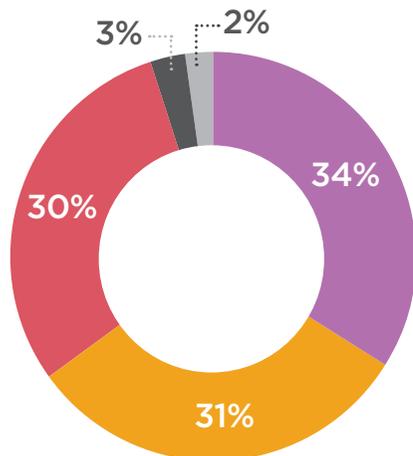
Individuals & Special Events	\$487,598
Foundations & Corporations	\$1,899,736
Government Contracts & Grants	\$2,322,040
Sales of Bright Endeavors' Products	\$492,650
Churches	\$55,430
Housing LLC	\$665,755
In-Kind Donations	\$91,445
Capital Campaign	\$52,500
Other Income	\$28,178
TOTAL REVENUE	\$6,095,332

Expenses

Personnel	\$3,347,883
Operations	\$660,691
Facilities	\$403,359
Cost of Goods for Bright Endeavors	\$266,393
Participant Expenses	\$376,725
Housing LLC	\$759,070
Miscellaneous	\$72,008
TOTAL EXPENSES	\$5,886,129

EXCESS OR DEFICIENCY OF REVENUE OVER EXPENSES	\$209,203
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*Surplus reflects 1) accrual of multi-year commitments for future programming 2) COVID-19 relief funding accrued, but to be spent in FY21.



Expenses by Program

- Family Support
- Job Training
- Housing
- Administration
- Fundraising

Social Enterprise Rebrand

In September 2019, Bright Endeavors, New Moms' social enterprise, launched a rebrand. The new look of Bright Endeavors elevates a beautiful, high quality candle product while sharing its purpose boldly—partnership with young moms as they embark on their parenting and career journeys. You'll continue to see Bright Endeavors launch beautiful new product lines in the months and years to come! **100% of proceeds support our mission to empower young moms, their kids, and our communities.** Visit brightendeavors.org to purchase candles today!



2019 Gala: There's No Place Like Home

New Moms 2019 Gala: There's No Place Like Home was held on October 18, 2019 and was the most successful New Moms event ever.

Over 400 attendees gathered at Morgan Manufacturing in downtown Chicago to honor our young moms as they create strong families and thriving homes. Through the generosity of our community, **we raised \$217,000 to support our mission.**



HIGHLIGHTS

Kitchen Talk

In a creative pivot instigated by the arrival of the pandemic, our annual Kitchen Walk fundraising event became **Kitchen Talk 2020**. Creative local design professionals shared, by video, their expertise on all things kitchen design. From creating the 'feel' you want in your space to selecting colors and countertops, Kitchen Talk gave all viewers a Kitchen Walk experience from the comfort of their own homes. With the help of faithful event sponsors and donors, **we raised over \$35,000.**

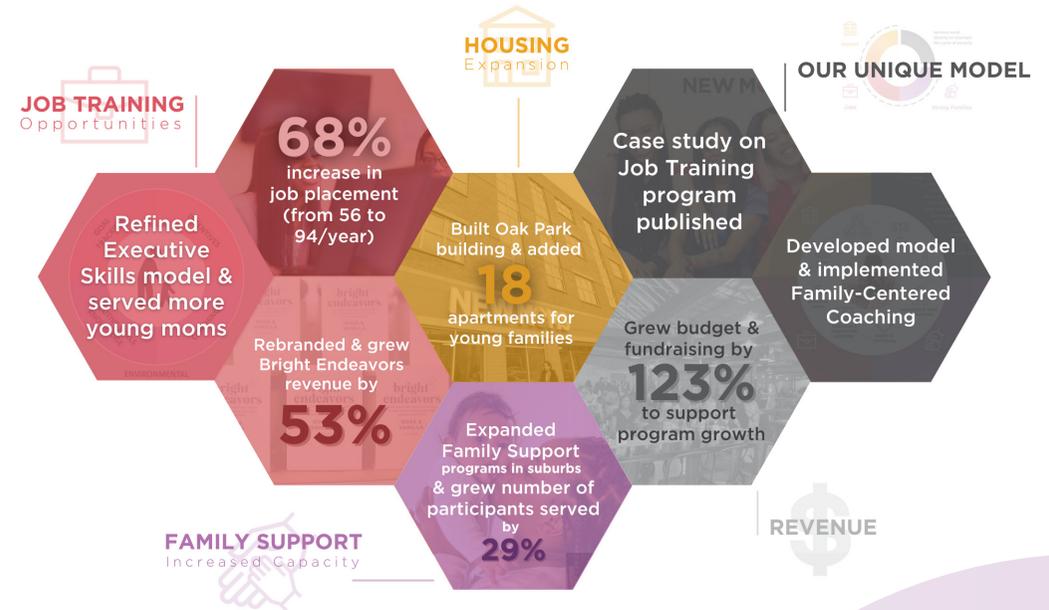


WIDER AND DEEPER BY 2020

Strategic Plan Outcomes 2018-2020



NEW MOMS



84% of young moms retained stable housing for 12+ months after exit (surpassing the national benchmark of 60%)

81% of young moms exited New Moms to stable housing (surpassing the national benchmark of 64%)

We provided **49,044 nights of shelter to 75 families.**

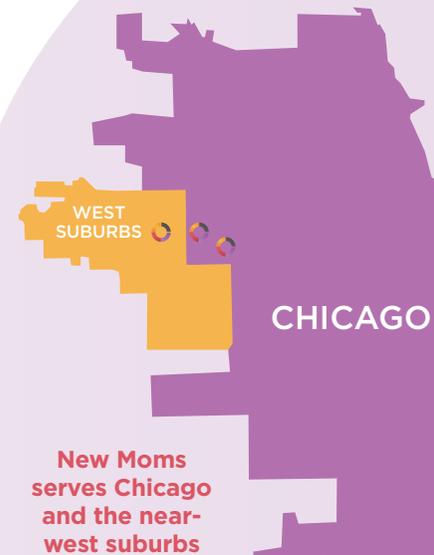
New Moms Wins Prestigious Alford-Axelson Award



In May, New Moms was selected as the winner of the 2020 Alford-Axelson Award for Nonprofit Managerial Excellence.

In their public announcement, the review committee highlighted that New Moms “integrates research, learning and innovation, thinks creatively about solutions, and tests promising ideas. By using rigorous program evaluation, New Moms sees outcomes that dramatically exceed national averages for similar programs.” The committee also highlighted our social enterprise’s innovative model. We are honored and humbled by this recognition of the hard work we do to fulfill our mission.

In 2020, we completed our three year strategic plan. The plan’s goals included building our unique model, expanding our Housing program, increasing job opportunities for young moms, growing our capacity to serve families in our Family Support program, and raising revenue to support expansion and enhance sustainability. Over this time we have seen instrumental growth as a result of the hard work and dedication of our staff, participants, board of directors, and myriad of supporters. The graphic above celebrates some of the significant achievements that have been accomplished from the plan. Thank you for helping make this feat possible!



Champions of Strong Families

#EveryWoman Project,
Chicago Chapter
100+ Women of
Westinghouse
A Better Chicago
Ellen Abbott
Michael Abello
Elisabeth and Allen
Abinoja
Abra Prentice Foundation
Joseph Abruzzo
Irene Acevedo-Gonzalez
Ben Ach
Stephanie Acker
Jodette Adams
Adams Street Partners
Jerry Adelman
Advocate Bethany
Community Health Fund
Tarun Agarwal
Badia Ahad
Leisa and Daniel Aiken
Aileen S. Andrew
Foundation
Tommica Akins
Shanita Akintonde
Annie Akuamoah
Shana Alford
All Chicago Making
Homelessness History
Simone Allen
Brittany Allen
Whitney Allen
Dorca Almanzar
Nakia Alston-Hendrickson
Matthew Altman
Richard Alton
Melissa Alvarez
Rachel Amari
American Endowment
Foundation
Eden Ames
Amy Amin
AMITA Health
Analytics8, LLC
Warren and Greta
Anderson
Floyd and Lee Ann
Anderson
Ronnica Anderson
Lauren Anderson

Jake Anderson
Christine Anderson
Kate Andorka
Krista Andraska
Andrew and Alice Fischer
Charitable Trust
Andrew Family
Foundation
Erin Andrews
Judith Andringa
Greg and Ruth Anerino
Annie's Resale for
the World
Nancy Ansel
Clare Appleby
Applegate & Thorne-
Thomsen, P.C.
Veronica Appleton
Michael Arbus
ARCO/Murray Corporate
Services, Inc.
Shelley Arff
Deborah Armstrong
Neal and Esther
Armstrong
Sara and Chuck Aron
Mary Aronica
Cesar Arteaga
Yara Artis
Anne Arvia
Grace Ashenhurst
Sarah-Jayne Ashenhurst
Marcia and Rick Ashton
Yoshiko Atelier
Victoria Atkins
Angela Atwater
Noelle Auberger
Michelle Austin
AV Chicago Inc.
Luis Avila
Silvia and Andres Avila
Avila in Action
Francis Baffour
Stephanie Bailey
Baird & Warner Oak Park
River Forest
Carolyn Baker
Olivia Baldwin
Barbara Ballinger
Jessamyn Balma
Aimee and Aaron Balsam

Dmitry Balyasny
BambooHR
Tom Baran
Brian Barbas
Matthew Barber
Jill Barbre
Seth and Molly Barkett
Michelle and Theodore
Barnes
Angelica Barona
Raymond Barreto
Robert and Margarita
Bartels
Elizabeth Bartolucci
Catherine and Brian
Basler
Mia Bass
Marc Bates
Adriane Battilana
Amelia Bauer
Constance Bauer
Katherine Bauer
Patrick and Mary Bauer
Kathy Baumgartner
Kassie Bay
Kimberly Bayma
BCCR Inc.
Stephanie Becker
Sarah Becker
Leah Beckwith
Melanie and Michael
Behling
Justin Beighley
Hyon and Jason Bell
Jordan Bell
Shayla Bell
Santucee Bell
Tracey Bell-Hodgman
Jacklyn Bellman
Ana Bendukidze
Maria Benitez
Mary and Robert Berg
Martha Berg
Lauren Bergquist
Melissa Berman
Felice Bernstein
Christine Bertsch
Barbara Best
Betsy's Blankets
Gene and Hanne Beube

Alison Beutler
Katherine Bevan
Pamela Bingham
Christina Birkey
London Black
Valerie Blackman
Beth and Mark Blackwell
Meg Blanda
John Blasi and Kathy
Stohr
Deborah Bloch
Josh Block
Christopher Block
Alexandra Blomgren
Patty and John Boblick
Melissa Boduch
Tiffani Boerio
Nicole Boland
Patricia and Thomas
Bolden
Asha Bonaparte
Heather Bonarek
Bruce and Faith
Bonecutter
Robert Bonem
Anthony and Jayne
Bongiovanni
Mary Boomsma
Michelle Boone
Diana Borcean
Audrey Bos
Bosi Construction
David and Philomena
Boulanger
Daniel Bourgeois and
AnnaMarie Stastny
Joyce Bowen
Anne Bowhay
Judy Bowman
Carnella Boxley
Mallory Boyce
Christine Boyd
Carolyn Boyd
Pamela Bozeman Evans
Holly Brabeck
Adrienne Bradford
Ankhe Bradley
Madeline Brady and
James Arogeti
Matt and Megan Bramson
Kathryn Brandenberg

Ann Bregman
Lindsay Brehm
Wade Breitzke
Matthew Brennan
Joy Bressler
JaNette BrEwer
Nina Brewer-Davis
Cara Brock
Becky Brofman
Amanda Brougham
Jakalah Brown
Cherise Brown
Gregory Brown
Dawn Brown
Denise Brown
Gilda Brown
Rebekah Brown
Molly Brown
Laura Brown
Abigail Brown
Dan and Carol Browne
Destiny Bryant
Eileen Bryant
Amelia Bucek
Mary Ann Buck
Laura Budzinski
Mindy Buecking
Lindsay Bukiet
Zerrin Bulut
Charles Burbridge and
Deborah Gillespie
Kristian Burciaga
Burdick Family Medicine
Center
Jana Burke
Cory and Shannon Burke
Susan Burke
Marion and Drew Burlak
Emily Burns
Busby Realty Group
Linda Busch
(mary) Beth Busching
Linda and Dennis
Bushkofsky
Erin Butler
Amy Butler
Lydia Butler Williams
Clare Butterfield
Mark and Katie Butterly
Byline Bank
Latoya and Kevin Bynoe
Sara Byrne
Mary Cahillane

Monica Caldwell
Meghan Callaghan
Debbie Callaghan
Phineas Callahan
Joey Cammon
Danielle Campbell
Melanie Campillo
Blanca Campos
Joan Cannon
Nichole Capraro and
Ray Stacy
Rocio Cardenas
Jennine Carella
Matthew Carey Fallon
Mary Carlin
Andrew Carlin
Lauren Carlson
Michele Carlson
Kevan Carpenter
Timothy Carr
James and Carol Carr
Stephanie Carr
Emily Carroll
Caryn Carter
Paulette Cary
Katherine Casey
Renee and Shane Cassidy
Laura Castellanos
Maureen Castern-French
Trevia Castillo
Mike and Trinity Casto
Victoria Caulfield
Cause Strategy Partners
Maggie Causgrove
Yasmin and Gillian
Cavenagh
Nancy Cazares
Katie Cekal
Vincent Cerda
Yogita Chaddha
Kimberly Chalmers
Tait Chamberlain
Ellen Chamberlain
Sherry Chambers
Mary Chamblee
Judy Chan
Trinity Chandler
Brian and Kelly Chang
Susan Chase-Ziolek
Mary and Keith Chase-
Ziolek
Sandra Chavez
Karla Chavez

Molly Cheatem
Marge and Jim Chesney
Caren Chessick
Karla Chew
Chicago Athletic
Association
Chicago Beyond
Chicago Board of Trade
Foundation
Chicago Cares, Inc.
Chicago Church of Christ
Chicago Community
Foundation
Chicago Community Trust
Chicago COVID-19
Response Fund
Chicago Mask Makers
Fiona Chin
Sanjala Chitnis
Beth Anne Chmara
Janet Choe-Steagull
Sue and Gardner
Christensen
Kathleen Christy
Allison Ciarelli
Maryn Ciarelli
Stephanie Ciarelli
Anthony and Paula
Ciccarone
Amy Clancy
Clarendon Hills Cares -
Mask Makers
Nancy Clark
Brandon and Sarah Clark
Byron Clarke and Dana
Emanuel
Zada Clarke
Nathan Claus
Deb Clause and James
Korenich
Ray Cliff
Gabrielle Clipp
Christine Clippert
Nora Clougherty
Tonya Coats
Cynthia Cobbs
Nicole Coenen
COFI
Matthew Cogan
Katherine and Haley
Cohen
Lauretta Cohen
Charles and Katie Cole

Paulette and George
Collias
Yvonne Collins and
Christopher Moore
Michele Collins
Felecia Common
Community Church of
Fish Creek
Cathleen Connelly
Elizabeth Constantine
Dominic and Grace
Constantine
Cook County Physicians
Association
Carrie and Carson Cook
Ken Cook
Jim Cook
Christian Coon
Jenny Cooper
Carl Cooper
Nicole Cooper
Kathleen Cooper
Reishstein
Marlene Corbin
Cornerstone Center
Foundation
Cornerstone Evangelical
Free Church
Kathy Cornillie
Mary Lee Corrigan and
Joseph Rogul
Juvia and Jylene Cortez
Susan Cortolillo
Carrie Cotter
Jennifer Cotton
Darla Coulson
Elizabeth Coupe
Ann Courter
Covenant Presbyterian
Church
Amanda Cox
Robin Cozette
Patricia and Colm
Craddock
Katharine Craney
Maria Crespo
Stephen and Amy Crilly
Dianne Crouch
Michelle Crowley
Crown Family
Philanthropies
Katherine Crumley
Jocelyn Cruz
Yessenia Cruz

Cheryl Csiky	Erika Dill	Melissa Ehmann	Maureen Finkell	Angus Frost	Fred Glatz	Genevieve Grove	Emily and Justin Hartung
CTU Foundation	Vera Dillon	Ingrid and Olav Eiesland	Martin Finn	Cathy Fruscione	Kristin Glavin	Angela Grover and Chris Abraham	Tracey Harvey
Terry Cullerton	Mary Dillon	Lucy Elford	First Baptist Church of Oak Park	Melissa Fuechtmann	Mary Fran Gleason	Karen Grover	Wesam Hasnain
Brittany Culver and Mike Chrisler	Lori Dimun	Dana Elhila	First Congregational Church of Des Plaines	Madie Fugate	Amy Gleason	Terri And chuck Grund	Andreas Haukas
Leola Culver	Amy Ding	Eileen Ellis	First Congregational Church of Des Plaines	Jaime and Robert Fuller	Rachel Glick	Amy Gudgeon	Kris Hayes
Cuore e Mani Foundation	Jamie and Arthur Dinverno	Krysta and Zach Ellis	First Congregational Church of Western Springs	Matt and Mina Fumagalli	Jenna Glimp	Ofelia Guerra	Alexandra Hayworth
Jessica and John Curran	Rose DiPietro	Diane Ellsworth	First Presbyterian Church of River Forest	Matthew Funke	Rick Glimp	John Guido	Healthy Communities Foundation
Cybergrants	Nancy Disman	Eva Elmore	First United Church of Oak Park	David and Anne Fussichen	Fran Glowinski	Mo and Kevin Guilfoile	Nick Hefty
Rebecca Czurylo	Panda Diva	Gary Emanuel and Sandra Jarrell	Joan Fiscella	Ryan Gac	Paul Gobster and Kathleen Dickhut	Madra Guinn Jones and Warren Jones	Marah Hehemann
Andrew and Kelly Dahle	Teri Dixon	Nena Embrey	Patrick Fisher	Terry Grace	Nancy Godinez Spencer and Daniel Spencer	Ellyn Gullo	Katy Heider
Amy Daigler and Aaron Andersen	Renaldo Dixon	Katherine Emerson	Gail Fisher	Mary Gainer	Janet Godsey	Joan Gusic	Rebecca Heidkamp
Karen and Brian Daily	Faith Dobbins	Priya Emmanuel	Laura Flamm	Shawn Gaines	Michele Godvin	Mary and Jeff Haas	Mary Heidkamp
Rashida Dairyko	Dodo Inc	Joseph Emmick	John Flanigan and Michele Zurakowski	Joanne Gallagher	Jeanne Goedert	Alexandra Habeeb	Randy Heinig and Laura Zum Dahl
Maura Daly	Tracie and David Doherty	Carter Enns	Lauren Flannery	Kaitlin Gallo	Joe and Kerry Goese	Jeffry Haber	Lydia Heinig
Anna Daniels	Jason and Juliette Dols	Ryan Enos	Cherida Flenoy	Vanessa Gamboa	Arthur Goldberg and Phyllis Voosen	Sheli Hadari	Meg Heinz
Kim Darey	Marina Domokhovskiy	Kathleen Enright	Sondra and Michaela Fletcher	Amy Ganser	Anne and William Goldstein	Tom and Alison Hafner	Stephanie Held
Linda and Dale Darmody	Susan Donatone	Mildred Erhardt	Stacey Flint	Eduardo Garcia	David Hailey	Maereg Haile	Harvey and Clarice Held
Jenna Davis	Carol Doody	John and Jane Erickson	Jen Flynn	Raymond Garcia	John and Julia Haley	David Hailey	Hemera Foundation
Risa Davis	Kathy Doody	Makayla Ernst	For Your Party	Ashley Gardner	Carter Heminger	Isidro Gonzalez	Amy Hendrickson
Corey Davis	John Doody	Kirk Erven	Latonya Ford	Laura Garfinkel	Amy Hendrickson	Kate Gonzalez	Jill Hendrickson
Raquel Davis	Melissa Dorko	Jason Ervin	Sharon Ford	Mike and Katie Garner	Lois Henning	Good Heart Work Smart Foundation	Elizabeth Hensen
Gail Davis	Jill and John Dortch	Ryan and Alexa Erwin	Forefront	M.J. Garnier	Lynn Heppes Hancock and Linard Hancock	Barbara Goode	Shelley Herbert
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