

FY2023 ANNUAL REPORT



RESILIENCE
EMPOVVERING
SURVIVORS
ENDING SEXUAL
VIOLENCE

MISSION

Resilience is an independent, not-for-profit organization dedicated to the healing and empowerment of sexual assault survivors through non-judgmental crisis intervention counseling, individual and group trauma therapy, and medical and legal advocacy in the greater Chicago metropolitan area. Resilience provides public education and institutional advocacy in order to improve the treatment of sexual assault survivors and to effect positive change in policies and public attitudes toward sexual assault.

VISION

Resilience envisions a world where prevention efforts and global awareness of sexual violence expose rape myths, remove stigmas, eliminate rape, and support all people as equal members of society.



Resilience to me means that. No matter what challenges we face. We can get through them. Especially with a support team and that is what resilience the organization provides.

- STEVE

FY2023 BOARD OF DIRECTORS

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Mina Sabet Maliha Sayla Nicki Schiller Naomi Thornton Sadie Tournour Courtney Wells Jennifer Zale



THE ASSOCIATE **BOARD COMMITMEN**

Join a community that shares a commitment to Resilience.

Associate Board members attend quarterly meetings, join committees to work on specific projects, and convene at Resilience events.

Raise awareness of the entire spectrum of sexual violence.

The Associate Board hosts events and amplifies the message of Resilience.

Engage your networks in fundraising.

Each Associate Board member contributes \$650 annually through a combination of personal giving and soliciting donations.

RESILIENCE ASSOCIATE **BOARD**

The purpose of the Resilience Associate Board is to raise awareness of sexual violence and to act through fundraising events and advocacy initiatives.

The Associate Board has been a huge success, with the following accomplishments:



Raised over \$49,000 in support of Resilience through events and individual give/gets



Held their inaugural event Cocktails for a Cause in February 2023 at the Corinthian Yacht Club



Held its second annual Empowerment 5K Run, Walk & Roll in June 2023 at Burnham Park

WELCOME AND THANK YOU!

Dear Friends,

For nearly fifty years, Resilience has weathered several challenging years and our fiscal year 2023 will be counted among them. Over the year, we faced many obstacles and transitions, including drastic funding cuts, but we also experienced tremendous growth and rededication. We persevered and found inspiration in our dedicated staff, generous donors, tireless volunteers, and the resilient communities we serve.

Throughout this annual report, you will read stories of our shared commitment and fierce dedication to survivors. These are stories that demonstrate true resilience. This annual report not only summarizes our service highlights but captures the spirit of the many dedicated and caring staff and volunteers that make our work possible, including our volunteer advocates, our associate board members, and our board of directors.

It has been my pleasure to serve on the board of directors for the past 6 years and most recently as the Board President. Although fiscal year 2023 marks the end of my tenure on the board of directors, I will continue to be dedicated to the mission of Resilience and will forever be advocating for survivors.

One of my last undertakings at Resilience was to lead the search for our new Executive Director. I am so pleased that Donna Jacobson joined the team in June 2023. Donna brings almost 30 years of experience in social services – working both as a social worker and an Executive Director and has a proven track record of success in leading statewide and national organizations. We are confident in her leadership and guidance that will enable us to serve our communities, expand our services, and ensure staff and volunteers are supported in the advancement of our mission.

We wish to express our deepest gratitude to our supporters, volunteers, and staff who have committed their resources, time, and talent to advancing our mission and serving sexual assault survivors. We also wish to acknowledge the courage of the survivors we serve and continue to find inspiration in their resilience. By working together, we have truly made a difference in the lives of survivors and their loved ones.

With deep appreciation and gratitude,

Lauren and Donna

Lamen Pesa



Lauren Pesa Resilience Board President

Donna Jawbson

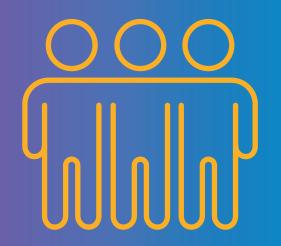


Donna Jacobson Resilience Executive Director

RESILIENCE BY THE NUMBERS

OVER 1,420

SURVIVORS AND THEIR LOVED ONES SERVED THROUGH ADVOCACY, TRAUMA THERAPY, AND ANONYMOUS CRISIS SUPPORT



176

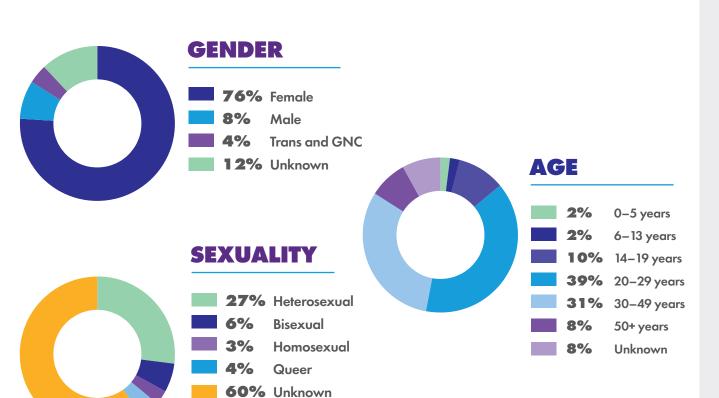
PROFESSIONALS TRAINED

74

NEW VOLUNTEERS TRAINED

OVER 4,608

INDIVIDUALS REACHED THROUGH OUR PREVENTION EDUCATION PROGRAM



22% European America/Caucasian **22%** Black/African American 18% Latino/Latina 7% Asian/Pacific Islander 1% **American Indian/Indigenous Peoples** 1% **Multi-Racial** 0% **Arab American/Middle Eastern** 36% Unknown

* Percentages do not equal 100% as clients may belong

to more than one category



Last year, Resilience intensified its advocacy efforts, emphasizing the expansion of accessible resources, specialized training, and comprehensive support for survivors of sexual assault. Our highly-trained staff and volunteers have been pivotal in offering medical advocacy in 15 Chicago emergency rooms 24 hours a day, as well as in Cook County Jail, coupled with legal advocacy that helped survivors navigate their rights, police reports, protection orders, and court processes. Notable initiatives encompassed a collaborative training with the Legal Assistance Center to educate on survivor's rights, DV/SA training sessions in Spanish to reach broader communities, advocacy for minors tailored training, and hosted anti-trafficking experts to learn more about providing support and resources to survivors of human trafficking.

We also expanded our contact list for institutional advocacy, ensuring survivors have access to a wide range of services, and actively participated in training and meetings on gender-based violence, including the Coordinated Entry System. Moreover, we engaged in legislative support activities, focusing on the Pretrial Fairness Act, to foster a more informed and supportive community. Through these efforts, Resilience reinforced its dedication to empowering survivors, educating the community, and pushing for systemic changes to eliminate sexual violence.

EDUCATION & TRAINING

EmpowerED: Transforming Minds, Creating Allies

Education & Training (E&T) led significant initiatives in sexual violence prevention education across a variety of demographics and environments, emphasizing empowerment, awareness, and support. Our multi-session programming in Chicago Public Schools (CPS) elementary and middle schools equipped students with essential knowledge on topics such as gender roles, consent, safe and unsafe touches, respecting boundaries, and the dynamics of healthy, unhealthy, and abusive relationships. This foundational work is crucial in teaching students about bodily autonomy and the importance of safe adult contacts for reporting concerns.

Collaborating with Imagination Theater, the "No Secrets" program was specifically designed for elementary and/or middle school students, focusing on child sexual abuse prevention, identifying safe adults, and the importance of reporting abuse. This initiative underscores our dedication to early intervention and education to protect children.

Additionally, the E&T team partnered with the CPS Office of Student Protections and the Chicago Prevention Alliance to create workshops for parents of CPS high school students. These workshops aim to educate parents on how they can support their children and communities in preventing and responding to sexual violence. This outreach was complemented by professional education efforts targeting staff and students of City Colleges of Chicago, new hires at the Civilian Office of Police Accountability, and participants of The Network's 40-hour training, showcasing the broad scope of Resilience's preventive education efforts.

The team also led advanced training through Resilience's 60-Hour Medical Advocacy Volunteer Training and the 40-Hour Confidential Advisor Training at the Resilience Training Institute. These programs enhance professional capabilities in addressing sexual violence and are part of our continuous effort to strengthen community resilience.

Last year, we furthered our efforts and mission by implementing several innovations, including preparatory trainings for school administrators and teachers, a comprehensive overhaul of the high school "Catalyst for Change" curriculum to adopt a more trauma-informed approach, and the enhancement of adult professional trainings at the Resilience Training Institute to make them more accessible, nuanced, and informative. New workshops like "Consent in Relationships" expanded the discourse on consent, sexual violence, and survivorship. Strategic partnerships with The Night Ministry and Chicago House were formed to bring additional resources, such as housing assistance and STI screenings, directly to high school sessions, illustrating a holistic approach to education and training aimed at preventing and responding to sexual violence.



We are destigmatizing what sexual harm prevention education is and hopefully making it easier for people to talk about and to educate our youth about this so that there is no more fear about how to address this topic. So together we can really help to make this subject not only easier to talk about, but it can also help protect students down the road so they know that they how to protect themselves as well as get rid of that stigma of that it's my fault somehow that this happened to me, that kind of thing.

STEVE LEAVER

Executive Director of Imagination Theater (E&T Partner)

TRAUMA THERAPY

HEALING HORIZONS:

Pathways to Recovery and Resilience

Sexual violence is a highly traumatic experience. Resilience's Trauma Therapy program offers free, confidential individual and group therapy for survivors and their non-offending loved ones. Resilience therapists use evidence-based methods including talk, art, movement, and EMDR (Eye Movement Desensitization and Reprocessing).

Our trauma therapy programs were thoughtfully curated to address the varied needs of survivors of sexual violence, offering a blend of specialized groups and workshops designed to foster healing, empowerment, and a sense of community.

Here are the highlights of our diverse offerings of workshops and support groups:

- Art Therapy
- Black Women Survivors Group
- CSA (Childhood Sexual Abuse) Survivors Group
- Intimacy After Sexual Assault

- Men's Support Group
- Monthly Crochet and Crafts Group
- Queer Survivors Support Group
- Survivors Book Club

- Women of Color Support Group
- Women's Support Group

Each program is a crucial part of our mission, reflecting Resilience's dedication to providing holistic and inclusive support services. By catering to the unique needs and experiences of different survivors' groups, we strive to contribute meaningfully to their journey towards healing and empowerment.



"I think that I most enjoyed being able to be vulnerable and open in a way that has been difficult with friends who are closer to the situation -- rather than getting unwelcomed feedback or input, it felt like I was able to speak to my own experiences and sharing space with others going through the same thing."

"The overall experience was very validating, rewarding, and insightful. It helped me start to heal things that I never imagined I could because I was struggling to talk about them in or outside of individual therapy."

LEGISLATIVE

POLICY PROGRESS: UPDATES AND ADVOCACY IN ACTION

In a year of significant challenges and achievements, Resilience's commitment to legislative advocacy has been pivotal in advancing our mission to support survivors of sexual violence. Our efforts have focused on navigating the complexities of the legal landscape to foster change that strengthens protections and support for survivors.

Illinois to experience a 49% cut to VOCA funds

The Victims of Crime Act (VOCA) Fund was created by Congress in 1984 to provide federal support to state and local programs that assist victims of crime. VOCA uses non-taxpayer money from the Crime Victims Fund (CVF) for programs that serve victims of crime. These funds support services for over 6 million victims of all types of crimes annually through 6,462 direct service organizations including Resilience.

Since 2019, VOCA funds have declined because of shrinking deposits paid by the restitution of federal crimes that support the dollars. When deposits into the CVF are reduced, the amount allocated to states for victim services is reduced.

The Illinois legislature's decision to enact a cut to Victims of Crime Act (VOCA) funds has posed a substantial challenge, threatening the support infrastructure for survivors.

Resilience could potentially see a decrease of 49% of the annual funds we receive from VOCA, which would mean a loss of \$550,000 to \$600,000 - 17% of our annual budget. This is only an estimate - the loss could be more severe.

Amendments to the Sexual Assault Survivors Emergency Treatment Act (SASETA)

SASETA is a comprehensive Illinois law that sets hospital emergency treatment standards across the state of Illinois for sexual assault. As of January 1, 2023, it is now required that survivors seeking medical forensic services in an emergency room receive treatment from a qualified medical provider. Illinois law has been gearing up to this moment. Passed in 2018, the qualified medical provider requirement was originally set to go into effect in 2022 but was pushed back due to COVID-19.

This is a huge win for survivors who will now receive care from someone specially trained in sexual assault and certified as a Sexual Assault Nurse Examiner.

Thank you to the Illinois Attorney General's Office and Illinois General Assembly for prioritizing evidence-based, trauma-informed sexual assault treatment implementation across the state. Other amendments to SASETA included an extension of the time for follow-up healthcare covered under a voucher provided to survivors seen in a hospital emergency room from 90 days to 180. An opt-out from billing private insurance for survivors who are not the primary policyholder and an increase to the reimbursement rate for hospitals providing treatment services to survivors. Resilience has actively supported amendments to the Sexual Assault Survivors Emergency Treatment Act (SASETA), aiming to improve the immediate and long-term care for survivors. These legislative changes are crucial in ensuring that survivors receive the compassionate, comprehensive care they deserve.

Our work has also extended to advocating for improvements in the criminal legal process. We strive to make the legal system more accessible and responsive to the needs of survivors.

Improvement to Criminal Legal Process and Equity

Set to go into effect January 1, 2023, the Pretrial Fairness Act (PFA) was part of sweeping criminal justice reform in 2021 affecting policing, pretrial detention and bail, sentencing, and corrections by the Illinois Legislative Black Caucus (known as the SAFE-T Act).

The PFA contains numerous protections for survivors of gender-based violence and specifically sexual assault. It remedies the ability for people who cause harm to buy their way out of jail, expands the court's assessment of safety and risk, and allows criminalized survivors freedom during the criminal legal process, keeping families and communities together. Sexual assault and other violent crimes also continue to be detainable offenses under the law.

While implementation of the PFA is currently on hold pending an Illinois Supreme Court decision, we join our sister agencies in preparing for this landmark legislation to be successfully implemented in Illinois. Visit our website for more info on how the PFA impacts survivors of sexual violence.

We've also supported the introduction and passage of new legislation.

HB 3414: Prevent Unfair Sentencing of Youth Act, Supporting Recovery for Youth Trafficking Survivors. HB 3414 reforms the criminal legal system to see youth as victims of gender-based violence, rather than criminals, and encourages a trauma-informed judicial response to children surviving sexual abuse.



HARMONY & RESPECT:

The Our Music My Body Initiative

The Our Music My Body (OMMB) campaign, spearheaded by Resilience, is dedicated to ensuring live music events are enjoyable and safe for all participants. It focuses on educating attendees and venue staff on how to recognize, respond to, and prevent sexual harassment and assault within music spaces.

This year, OMMB organized two significant events:

"I Said NO"- A Short Dance Film: Created by Angela Townsend and directed by Gabriella Wiltz, this dance film delves into consent and agency in the Latin dance and nightclub scene. The event attracted 100 viewers, sparking meaningful dialogue on consent and personal boundaries.

Lollapalooza Outreach: OMMB engaged 1,446 concertgoers at Lollapalooza with awareness materials and consent-focused activities, significantly spreading the message of support for survivors and the importance of consent in large event settings.



OMMB broadened its approach to include harm-reduction strategies, a crucial expansion of our mission. Harm-Reduction is a set of practical strategies and ideas aimed at reducing the negative consequences associated with drug use. By incorporating these principles, OMMB seeks to address and diminish potential risks at live music events, further committing to the development of safer and more inclusive musical experiences for everyone. This proactive stance on harm-reduction enhances the safety and well-being of event participants and aligns with broader public health and safety objectives.

SOCIAL MEDIA UPDATE

In FY2023, Resilience continued to grow our online community, connecting with supporters near and far.



FOLLOWERS AS OF JUNE 30, 2023







17,673

5,171

4,247





4,989

102



EVENTS

In FY2023, Resilience held several successful fundraisers that brought the community together and raised the funds needed to offer vital, cost-free services to survivors. The highlights included our annual Evening of Impact Celebration, our first ever Cocktails for a Cause, and our second annual Empowerment 5K Run, Walk & Roll. It was a delight to bring volunteers, donors, survivors, staff, Board members, Associate Board members, and supporters from the Chicago community together to support survivors.

SEXUAL ASSAULT AWARENESS MONTH (SAAM)

Teal Tides: Navigating Awareness and Action in SAAM

During FY2023's Sexual Assault Awareness Month (SAAM), we dedicated ourselves to engaging the community through a range of impactful event and initiatives focused on supporting survivors and promoting awareness. Below is an overview of our SAAM activities:

SAAM Day of Action: Wear Teal: The month of April began with a call to wear teal, the color of sexual assault awareness, as a powerful act of solidarity. This simple gesture ignited discussions and underscored our collective resolve to combat sexual violence.

Community Accountability Workshops: We conducted two essential workshops, "Supporting a Friend Who Was Harmed," and "Supporting a Friend Who Has Caused Harm," aimed at providing insights on how to effectively support survivors and address behaviors of individuals who have caused harm.

Standing Silent Witness & T-Shirt Making Studios: These events allowed participants to visually and vocally stand in solidarity with survivors, crafting t-shirts with messages of hope and resilience, making a potent statement against violence.

Speaking of Survival: A special evening dedicated to survivors sharing their journeys through poetry, emphasizing the cathartic and unifying power of sharing and listening to personal stories of survival. Speaking of Survival features writers who will read, among other work, poetry they wrote on the many facets of sexual violence survivorship.

Breaking the Silence Café & Demin Day: We hosted a virtual open mic night for local Chicago artists to share their stories of survival and resistance through poetry, spoken word, and more. Demin Day is a campaign held on a Wednesday in April in honor of SAAM. On this day, we wear Demin to bring awareness around victim-blaming attitudes and remind us of the importance of understanding and empathy towards survivors.

These activities not only celebrated the strength and resilience of survivors but also reinforced our commitment to a culture of respect, understanding, and accountability. As we continue our efforts, we are inspired by the community's support and solidarity, driving us closer to a world where sexual violence is eradicated.



COCKTAILS FOR A CAUSE

In February 2023, the Associate Board held its first Cocktails for a Cause fundraiser at the Corinthian Yacht Club in Chicago's Montrose Harbor. The event attracted over 100 guests and raised \$8,000 that went directly to Resilience's programs that support survivors and their families. Guests left the event feeling empowered after hearing words of strength and determination from a survivor and an Associate Board member. Cocktails for a Cause was an important social event that brought various parts of the Resilience community together. Everyone from volunteer medical advocates to Board members had the opportunity to engage and share their experiences with one another. The event also brought many new faces into the Resilience community.



Evening of Impact, Resilience's largest fundraiser, was held at Chicago's Galleria Marchetti in October 2022, and was attended by over 200 guests. The event featured a powerful speech from Brenda Tracy, our Visionary Award Winner. The theme, Resilient Together, honored the strength and perseverance of survivors, the generosity of donors and supporters, and the invaluable work of staff, volunteers, Board members, and Associate Board members. It was meaningful to come together to celebrate all we accomplished over the past year. Evening of Impact raised over \$144,000 in support of survivors and their loved ones.









EMPOWERMENT 5K

The Associate Board held its second annual Empowerment 5K Run, Walk & Roll in June 2023 at Burnham Park. The 5K attracted close to 100 participants and donors and raised over \$7,000 in support of survivors. Guests had the opportunity to move, mingle and learn about Resilience, our programs and the support we offer to survivors. Attendees enjoyed being treated to swag so they could visibly show their support for Resilience. This inclusive event catered to families with children and dogs, and to people with a wide range of athletic abilities. The Empowerment 5K attracted several sponsors that helped to make the event a financial success.









HOW YOU CAN HELP - GETTING INVOLVED

JOIN OUR COMMUNITY GIVE TO RESILIENCE CONNECT • Become a volunteer · Participate in one of our Donate online or by mail public events medical advocate Host a fundraiser · Sign up for our newsletter Intern at Resilience Matching gifts · Follow us on social media · Join our Board of Corporate giving **Directors or Associate** · Talk to others about · Planned giving Resilience Board • Sponsor one of our special events

FOR MORE INFORMATION CONTACT: info@ourresilience.org





Training of 74 new volunteers and 113 active volunteers



1,007 direct service hours in the hospital



10,644 hours spent on call in emergency rooms

Founded in 1974, Resilience has always been propelled by volunteers' dedication. As we have grown, the core of our mission remains unchanged: providing 24-hour medical advocacy through our exceptional volunteer team. In Fiscal Year 2023, Resilience was proud to report the training of 74 new volunteers and 113 active volunteers.

Our volunteers undergo 60 hours of intensive crisis intervention training to prepare for their critical role in supporting survivors. This dedication is reflected in the 10,644 hours spent on call in emergency rooms, providing 1,007 direct service hours in the hospital and comprehensive support to survivors during their most challenging time.

The impact of our volunteers is profound; they directly enhance the lives of survivors in our community. We thank them for their unwavering commitment and the significant difference they make every day.

FINANCIALS

ASSETS	2023	2022
Cash and Cash Equivalents	\$1,256,889	\$1,258,515
Investments	\$385,887	\$350,337
Grants and Contributions Receivables	\$653,817	\$568,111
Accounts Receivable	\$98,591	\$174,072
Furniture and Equipment, Net	\$285,458	\$88
Other Assets	\$96,696	\$73,519
TOTAL ASSETS	\$2,777,338	\$2,424,642
LIABILITIES	2023	2022
Accounts Payable	\$10,066	\$23,324
Accrued Expenses	\$51,791	\$62,319
Deferred Lease	-	\$25,281
Deferred Revenue	\$44,797	\$22,657
Current Portion of Lease Liabilities	\$241,133	-
Long Term Liablities	\$60,436	-
TOTAL LIABILITIES	\$408,223	\$133,581
NET ASSETS	2023	2022
With Donor Restrictions	\$2,249,789	\$2,136,061
Without Donor Restrictions	\$119,326	\$155,000
TOTAL NET ASSETS	\$2,369,115	\$2,291,061
TOTAL LIABILITIES AND NET ASSETS	\$2,777,338	\$2,424,642
FY2022 REVENUE	2023	2022
Government Grants	\$2,033,541	\$1,938,176
Foudation Grants	\$370,415	\$230,000
Individual Contributions	\$150,939	\$180,649
Service Fees	\$352,955	\$315,652
Special Events, net	\$98,516	\$93,866
Interest and Miscellaneous	\$37,543	(45,165)
TOTAL REVENUE	\$3,043,909	\$2,713,178
FY2022 EXPENSES	2023	2022
Program Services	\$2,247,282	\$2,042,032
Management and General	\$382,173	\$2,042,032
Fundraising	\$336,400	\$367,710
TOTAL EXPENSES	\$2,965,855	\$2,777,914
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RESILIENCE **DONORS**

CONTRIBUTIONS TO OUR MISSION IN FY2023

We extend our appreciation to our esteemed donors, whose support has been the cornerstone of Resilience's success.



Generous support allowed Resilience to make meaningful differences through the following avenues:

COMPREHENSIVE PROGRAMS

Donor support enabled Resilience to offer a wide range of comprehensive programs that addressed the unique needs of sexual violence survivors. From counseling and therapy services to legal advocacy and community support groups, Resilience was committed to providing holistic support throughout the healing journey of the members of our community.

OUTREACH AND EDUCATION

Resilience raised awareness of sexual violence through targeted outreach and education initiatives. By engaging schools, workplaces, and community organizations, we worked to foster a culture of consent, prevention, and bystander intervention.

RESOURCE ACCESSIBILITY

With donor support, Resilience ensured that survivors and their loved ones had access to our programs and resources without any financial barriers. Donor contributions helped us provide free services and materials, ensuring that survivors received the support they needed, regardless of their financial circumstances.

Donations enabled us to create a resilient community where survivors can heal, find support, and rebuild their lives. Together, we made a lasting impact for those affected by sexual violence.

Thank you for being an invaluable part of the Resilience Mission: Resilience is an Illinois not-forprofit organization made up of many individuals with two primary goals: to assure that survivors of sexual assault are treated with dignity and compassion, and to effect changes in the way the legal system, medical institutions, and society as a whole respond to survivors.

THANK YOU TO **OUR** LOYAL **SUPPORTERS!**

FOUNDATIONS

AmazonSmile Foundation

America's Best Charities Arie & Ida Crown Memorial Armin & Esther Hirsch Foundation **Blowitz-Ridgeway Foundation** Chicago Foundation for Women Crown Family Philanthropies **CVS** Foundation **DRW Trading Group Foundation** Eau Claire Community Foundation The Lucy Fund, Jean and

Ernest Cozier Nathan LaPorte & Leah Handel Charitable Fund

National Hockey League Foundation Oak Park-River Forest

Community Foundation Plus One

Polk Brothers Foundation Progressive Insurance Foundation **Sweeney Family Foundation**

The Giving Back Fund The KMC Foundation

Viola Foundation **VNA** Foundation

Z Zurich Foundation

CORPORATIONS AND BUSINESSES

Abbott Laboratories AbbVie

AT&T Employee Giving Campaign

Avanade

Chicago Home

Chicago Red Stars

Chicago Sport and Social Club

Chicago Trading Company CoBank, ACB

Comcast NBC Universal Media

Core Spaces LLC

Cornerstone Research Inc.

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Fairtrade Caravans

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Google HAVI

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Honey Butter Fried Chicken

Horizon Therapeutics Johnson & Johnson

Kate Porter

Kendra Scott

KPMG Logan Square Tavern

Lumaverse Technologies Masco Corporation

Marmon Holdinas

McCorkle Litigation Services

McMaster Carr

Medtronic

Mesirow Financial Network for Good

Nordstrom

PayPal Giving Fund

PEI MEDIA

Percent Pledge

Pinot's Palette

Pono Desian Studio

Protiviti

Race Roster

Ray Gun Rivendell Theatre Ensemble

Robert Half

Salesforce

Suzette Bergeron Strategic Equity Investors

Stripe

Tamara Porfirio

The Flutopia Initiative

Thompson Flanagan Veronica Beard

Walmart Spark Good

Whole Foods

\$10,000 and Above

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\$5,000 - \$9,999

Christopher Fons Alison Gutterman Eugene Halleran Elizabeth Howard

\$1,000 - \$4,999

Madeline Ackerlund Susan P. Braman Megan Brodale Julian Caracotsios Lucero Castellanos Nikhil Charles

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Joseph Levering Lindsey Lopatin

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Kate Migon

Kate Morrison

Swathi Mothkur

Alexandra Musgrove

Lauren Okura

Alan Olson Lauren Pesa

Alejandro Rebollo

Patrick Scheibel

Julia and Daniel Schmidt Laird and Katherine Stabler

Jenna Steege

Carol Stone

Jason Stuhldreher

Kaelin Teeaarden Ted and Teresa Werner

Jordan Wheatcroft Samantha Wootan

\$500 - \$999

Rebecca Anderson Tom and Azza Andreesen Lucy Ascoli

Larry Bak

Andrea Bushala

Adam Byrd

Tom Carden Jim Cassady

Linda Center Thompson Flanagan Stuart Fross Farrah Haque Kyle Hodgkins Chip Hussey Nikki Kanter Saurabh Katbamna Sara Kerkemeyer Sheila Kina

Kathleen Kinlin Yasmine Kumar

Clare Kunkel

Philip Kranz

Anthony Labellarte

Laura Lambert

Caroline Lavery Claire Mccormack

Jennifer McGuffin

Kate Meyer

Kathryn Meyer

Kelly Noah Phillip Patinkin

Uday Paul

Gary Paulsen Vivette Payne

Kendall & Derrick Perkins

Matthew Pest

Marianne Philbin

Denis Pierce Gary Pines

Tamara Porfirio

Dominique Price Paula Render

Amanda Robert

Gloria Santiago

Grant Smith William Springer

Steven Stearns

Matt Stodolka Mark Tamagni

Olu Teriba Lindsey Thomas

Alexander Thompson Sadie Tournour

\$1 - \$499

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Alberto Agraz

Chris Aguilara Nathalie Aquire Tara Ahern Syed Ahmed Osman Aijazi Kirsten Akens **Barry Alberts**

Sara Alcorn-Luparello

Khadija Ali Sana Ali

Swaroopa Allaparti Josephine Allen Sami Alperstein Michele Alvarez John Amato Carly Anderson Heather Anderson Jennifer Anderson Tommie Anderson

Laurie Ann Joseph Ansaldo Stephanie Armendariz

Jonathan Andrade

Robert Armendariz Laura Arn Kyle Asta Keith Atkinson **Brodie Austin** Furat Aziz Alicia Babich Mahnoor Baig Kacey Baker Seth Baker Barbara Bales

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Amanda Bardeau Madeleine Barnes

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Terri Behm Jeneine Bennett Suzette Bergeron

Kathleen N. Bergman

Ken Bergman

Ross Berkley Ana Bermúdez Samantha Bermudez Dan Bernstein

Sherry Berry Julie Betz Jacob Beug

Tasneem Bhabhrawala

Viiay Bharaaya Meg Biddle David Bijur Margaret Bisberg Mike Bittner Michelle Blam Elise Blandin Heidi Bloom David Bock Megs Bonczkowski

Dave Bonner Jonit Bookheim Bree Boskovich Hilary Bouchard Stephen Bowie Gavin Bowman Mitch Boyd Sarah Boyle

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Russell Bright Kristin Brizzolara **Dustin Brookshire** Stephanie Brown Jessica Browning

Dana Briggs

Tim Buckley Katie Buffone Sasha Burstein Brenda Bushala

Noel Bushala Walter Bushala Veronica Byers Kevin Cahalin

Josephine Cahill Michael Caldwell

Collin Callahan

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Sabra Darugar Joyce DeFilippo Omaima Degani Kerri Delanev Michelle Dempster

Jessie DeThomasis Todd and Carolyn Detmold

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Bryn Dodson Matt Dominguez Weronika Dorman Anissa Doualass

Madeline Dowley JD Downing Savannah Dunn Anonymous Dutmer

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Sue Ehmke Brendan Eltzroth Matt Elwell

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Pam Simaga Vaishnavi Simhachalam Hannah Simons Sam Spurlock Simpson Michael Siwinski Mimi Skinner Denice Sklenar Karen Slabach Karen Slowik Erin Smith Jeff Smith Rema Smith Eryk Soltys Rollin Soskin Mary Spahr **April Spence** Caroline Springer Chris Springer Elizabeth Springer Avery Stabler Griffen Stabler Mason Stabler Ramsay Stabler Wendie Stabler Karina Stahl Lissa Staley Nicholas Staton Robin Stawasz Kate Stephan Kathleen Stevens Laura Still Keenan Stites Adrienne Stoner Jalen Storey Michelle Stottlemire Colleen Strasser Sandie Stravis Joanne Stucker Carly Sundberg Sairavi Suribhotla Hillary Swallen Jo-Ellyn Dorsey Swanson Kyle Swanson Margaret Sweeney Ario Tabrizi Andrew Tafelski Madeline Tamagni Robert Tanakatsubo

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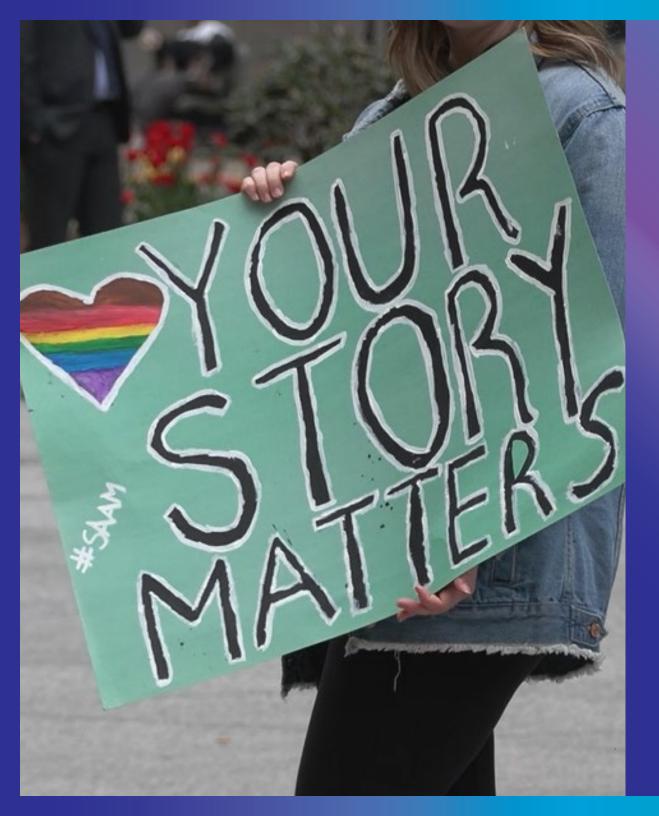
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