

# 2014 Annual Report



## Urban League of Portland

*Empowering Communities. Changing Lives.*



The Urban League of Portland marks its 69<sup>th</sup> year empowering communities and changing lives.

# Introducing Our New President & CEO

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A new era has begun for the Urban League of Portland as attorney Nkenge Harmon Johnson, an Oregon native, became the 14th President and Chief Executive Officer of our historic organization. She succeeded Michael Alexander, who retired on May 8th after leading the our organization since 2012. Ms. Harmon Johnson stepped into the CEO role on April 6th 2015, and worked alongside Mr. Alexander until his retirement for a seamless transition.

The Board of Directors is excited to have Ms. Harmon Johnson come aboard as our new CEO, and looks forward to her leadership as the Urban League of Portland continues to grow as an important advocate in this community. The staff and Board are grateful to Mr. Alexander for his exemplary service to this agency, and for the momentum his leadership has given us.

Raised in Northeast Portland and Salem, a product of the famed Catlin Gabel School and Harriett Tubman Middle School, Harmon Johnson received a Bachelor of Science in Business Administration from Florida A & M University, and a Master of Business Administration from Trinity University in Washington, DC. She earned her Juris Doctorate from Howard University School of Law. Harmon Johnson is a member of the Oregon State Bar and the District of Columbia Bar.

Politics has played an important role in Harmon Johnson's professional career, having served as a strategic staff member in communications, campaigns, constituency outreach and legislative matters for U. S. Congresswoman Shelia Jackson Lee (D-Texas); U.S. Senator Harry Reid (D-Nevada); U.S. Senator Debbie Stabenow (D-Michigan); and the Democratic Congressional Campaign Committee. From 2010 to 2013, she took on an important responsibility for President Barack Obama's administration as a Deputy Assistant United States Trade Representative with national and international public affairs responsibilities focused on the Americas and China.

In her home state of Oregon, Harmon Johnson served under former Oregon Governor John A. Kitzhaber, MD, as Communications Director from January to July 2014. She then returned to private life, her small business, and some downtime where she sharpened her power tools and home improvement skills. Her husband, attorney Erious Johnson, is the Director of Civil Rights with Oregon Attorney General Ellen Rosenblum's office. The daughter of Millie Harmon and Maurice Harmon, of Oregon and Southwest Washington, respectively, Harmon Johnson counts among her family three German Shepherds and three rescue cats.

# A Fond Farewell to Two Treasured Leaders

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We would be remiss if we did use this opportunity to thank two leaders for their service to our organization and to our community at large. As this fiscal year drew to a close, we said goodbye to Michael Alexander, our president and CEO, and Midge Purcell, our director of advocacy and public policy. Michael worked diligently during his tenure to increase the Urban League's presence and renewed interest from funders and corporate partners. Michael's success at the League caps a career filled with achievement. He has also worked in executive roles at Regence BlueCross BlueShield of Oregon, Magellan Behavioral Health and Aetna.

Through her endless energy, vision and demand for social justice, Midge Purcell inspires the kind of civic participation and forward thinking that Portland needs to ensure a socially sustainable future. Midge's development of the Urban League of Portland's Advocacy and Civic Engagement Department helped to lay the foundation for consistent community engagement and policy change. Through her work, she carved a space where the Black community's voice could develop into political engagement and ultimately, policy change.



# Organization Description

Established in 1945, the Urban League of Portland is one of the oldest African American service, civil rights, and advocacy organizations in the area. We are part of a network of over 90 National Urban League Affiliates across the country and are recognized as one of the leading voices for African Americans and other people of color in the region. We are a key coalition-builder amongst other African American organizations, and work extensively with both traditional and emerging African American groups, the faith-based community, minority businesses, and other organizations of color. We offer workforce services, community health services, summer youth programming, senior services, meaningful civic engagement opportunities, and powerful advocacy. The Urban League of Portland's mission is to empower African Americans and others to achieve equality in education, employment, health, economic security, and quality of life. Our programs include a distinctive blend of direct services, organizing, outreach, and advocacy.

## Our Impact Adds Up

<b>845</b> Elders Accessed our Information & Assistance Services		<b>322</b> Individual Members	
	<b>1,487</b> Jobs Listed with the Urban League This Year		<b>100+</b> Community Events Attended by our Outreach Team
<b>200+</b> Participants in Our Voices United Legislative Day		<b>650</b> Volunteer Hours Logged	
	<b>700+</b> Attendees to our Career Connections Job Fair		<b>2,930</b> Pounds of paper recycled on Community Shred Day

# Programs

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## Advocacy and Civic Engagement

Our Advocacy and Civic Engagement (ACE) efforts increase the power, voice, and well-being of Oregon's Black population by promoting political action and participation and creating institutional change towards equity. Over the past year, the program, in efforts to create stable, viable communities, engaged and activated over 7,000 citizens to advocate for policy change in the city, county, and state and to work for equity in health, employment, education, and economic opportunity.

Over the past fiscal year, our ACE team had a strong concentration on creation and publication of our 2015 State of Black Oregon report, which is owned by, written by, and for our Black community. The report, the result of a two-year program of research, provides an updated look at how Black Oregonians are doing – in schools, jobs, and both urban and rural communities throughout the state. Each of the report's nine chapters opens with a vision for action, and closes with the concrete policy actions and systems changes necessary to turn the vision into reality – including a comprehensive Jobs Plan for Black Oregon.

Though the report illuminates troubling disparities that persist in our community, the data is brought to life with a powerful collection of personal stories and photos, and it's through the combination of these elements that the report illustrates the comprehensive experience of Black Oregonians and the factors that shape our community today. Overall, the report is a roadmap to address longstanding inequities in employment, education, housing, health, criminal justice and wealth creation – and a plan to pave the way for success.

The Advocacy & Civic engagement department convened our sixth annual Social Justice and Civic Leadership Cohort in 2014 as well, where participants in a year-long program develop skills and knowledge to effect change. Beginning with a kickoff retreat in 2014, we provided participants an opportunity to work together throughout the year on Urban League issue campaigns. The cohort of emerging leaders is developing skills throughout the year to analyze systems of power and privilege and develop solutions for social change.

During the 2015 legislative session, the Urban League ACE department engaged several hundred Oregonians in the legislative process, culminating in Our Voices United Legislative Action Day, which brought over 250 people to the Capitol. The Urban League-led effort to Ban the Box is poised to become law at the time of this writing. This legislation, called Fair Chance for All, removes the question “*Have you ever been convicted of a felony or a misdemeanor?*” from job applications. In doing so, the Fair Chance for All ordinance creates an opportunity for job applicants with criminal records to present themselves and their qualifications as a whole package. In addition to the Statewide Fair Chance for All bill, we have been organizing for a City of Portland ordinance, in support of which we have gathered over 7,000 signatures. We’ve also worked on State bills to end racial profiling, mandate paid sick days, increase minimum wage, and make retirement saving more accessible to all Oregonians.

In addition, in November of 2014, the ACE team, along with community partner AMA Coalition for Justice and Police Reform, organized a large rally and march in downtown Portland in response to the lack of police accountability for the death of the unarmed Missouri teen, Michael Brown. The march had over 2,000 in attendance and was an important reminder for activists that we must remain ever-vigilant in our quest for justice and journey toward accountability and reform through the nonviolent peaceful protests and demonstrations that have led to the most sustained change throughout our nation’s history.

Finally, the ACE department has continued to expand our health equity and personal advocacy work by growing our Community Health Worker program. Our team of five certified community health workers, trained by an Afrocentric curriculum developed by the Urban League in partnership with Multnomah County’s Community Capacitation Center, provide culturally responsive services to communities of color and other Oregonians experiencing health disparities. Our expanded services, including peer wellness and support, personal advocacy in medical care, parenting groups, home visits and other services targeting the social determinants of health, are designed to empower clients to be in control of their health care and improve their quality of life.



**150**  
Healthy Families  
Clients Connected to  
Housing and Energy  
Assistance

### Healthy Families

The Urban League of Portland has been providing outreach, education, and enrollment for Oregonians into the new health insurance system created by the Affordable Care Act since the law was enacted in 2013.

We work to outreach to underserved communities to insure all Oregonians are aware of the opportunities for health coverage in our new health insurance exchanges. We educate about the available choices and navigate clients through the application process, working towards more equitable access to health insurance for African American Oregonians.

Our outreach team is a one-stop shop that includes support through the entire process, so clients can learn about options for health coverage from private insurers and public programs, such as the Oregon Health Plan and Healthy Kids, and then get step by step help with applying and enrolling in health coverage. This year, the program has expanded to include other stability services to our clients, in partnership with our community health worker program, including chronic disease management, health promotion, and other stability services



**500+**  
Clients Served  
by Healthy  
Families



## Senior Services Program

The Urban League Senior Services Program continues to provide one of the only culturally specific African American senior programs in the state. We took over 850 calls for information and referrals and gave 450 door-to-door rides per month to seniors this past fiscal year. The program offers core services to a diverse aging population in North/Northeast Portland, which enables elders to remain independent, safe and active in their own homes. The program provided hands-on information and assistance to seniors in need of support in accessing resources and social services.

On weekdays, the Urban League offers meaningful engagement and a wide array of activities to dozens of seniors at our Multicultural Senior Center where we are co-housed with the Meals on Wheels People and offer daily meals. Our program has had a strong healthy-living focus this year, including our a variety of evidence-based health promotion activities and workshops including Walk with Ease, Tai Chi, and Living Well with Chronic Conditions.

The senior center offered free tax preparation for seniors, as well as financial education, and our ongoing Senior Law Clinic. Additionally, the senior activity center continued to offer a variety of entertaining, social, and indispensable activities for seniors, including our annual fashion show, several live music performances, casino trips, fish fries, rummage sales, picnics, Bible studies, game nights, and more. The seniors hosted holiday parties, and offered a magnificent Black History Month celebration with storytelling, poetry, live music and dancing. Our senior transportation services were able to offer over 5,000 free rides to seniors through our partnership with Ride Connection.

The Senior Program also continued to produce a culturally relevant newsletter, The Urban Senior, which was distributed to 500 seniors and others monthly. The newsletter informs subscribers of upcoming activities and opportunities, and includes healthy recipes, movie reviews, and other topics of interest.



**180**

Senior Clients  
Served Each  
Month

**450**

Monthly Door-to-  
Door Rides to  
Elders in Our  
Community



We've also widened our service area to answer the demand due to Portland's shifting demographics. In the past decades, nearly 10,000 African Americans left the neighborhoods of Inner North and Northeast and many have resettled in the Eastern portion of the city and county, which lacks of the familiar and cherished amenities of the Historic Albina District. Many African American seniors in East Portland report feelings of inaccessibility and isolation.

Senior citizens displaced from cultural centers due to rising housing costs may not have access to, or may not be aware of local churches, trusted medical care, or culturally appropriate restaurants and grocery stores. One such loss is the loss of culturally specific providers of services, like our senior services, which until recently had only been available in North and Northeast Portland. In response to this need, our Senior Services Department is providing Options Counseling to African American seniors, age 60 and older living in East Multnomah County.

Through the Urban League's services, seniors are connected to housing assistance, rent/utility payment assistance, food, clothing, and other services needed to continue living independently. This Options Counseling service is free of charge to those that qualify.

## Workforce Programs

The Urban League of Portland's Workforce Programs provide quality career training and employment opportunities for individuals residing within the Greater Portland Metropolitan Area, to further professional, educational, and personal development. These services are provided to all levels of job seekers to help address the overwhelming unemployment in this region for African Americans and others. In Portland, twenty-one percent of African Americans are unemployed, compared to eight percent of whites.

We provide service to anyone seeking employment with an emphasis on African Americans. As the demographics of the workforce change, The Urban League is working to embrace these changes and accommodate the needs of the labor market. We are committed to increasing diversity in the workforce by helping employers to hire and maintain qualified and diverse individuals. Employers listed nearly 1500 employment opportunities this year with us, ranging from entry level to professional, technical, highly skilled, management and all the way up to executive.

The Urban League also remains committed to providing employment-related services to jobseekers, and will continue to partner with the local business community and government agencies to increase employment and training opportunities for African American, low income, and unemployed Oregonians. Our Workforce program is an established leader for diversity recruitment in the community and a growing list of businesses and employer partners are recruiting employees from our talented client pool. As such, job seekers can access an exclusive and current listing of open positions with employers who are seeking qualified, diverse candidates.

We held our 22nd annual Career Connections Job Fair this April, which was one of our best attended to-date. This event gives job seekers the chance to meet face to face with recruiters from some of the area's most desirable employers. These recruiters come to the Career Fair to seek qualified candidates for positions from entry-level to professional, from management to executive, ranging from construction and retail to government and corporate opportunities. Over 78 employer vendors participated in the Career Fair this year.

**\$14.72**

Average Wage of Workforce Clients Entering Employment



**70**

Regional Employers Participated in Our Career Connections Job Fair



Proud Recipients of Bank of America's **Neighborhood Builder Award**



**106**

Jobs Obtained By Workforce Program Clients

## Youth Programs

The Urban League of Portland's Youth Employment Summer Programs introduce middle school students, high school students, and young adults aged 18 to 25 to a wide range of career and educational opportunities and equip them with the skills, discipline and motivation that they need to succeed and pursue post-secondary education and professional careers. The programs are designed to support low income African American youth aged 12-25 to help youth reach their potential and provide an opportunity to positively impact high school completion, and be inclusive of "opportunity youth" who are disconnected from school and unemployed. This summer, 54 middle school students, high school students, and young adults participated in our youth summer programming. Over 85% of the program participants are from low income families and had access to the camp free of charge, in addition to earning a stipend for participation.

The programs cover a wide array of topics, with an emphasis on job readiness training, including topics such as resume writing, development of interview skills and techniques, and the opportunity to conduct mock interviews with a real hiring manager. The program participants experienced personalized career exploration through field trips to a variety of businesses in multiple industries and hands-on activities.

Each program contains a strong technology and digital literacy-training component, where participants are acquainted with multiple technologies and how they apply to the workplace. These classroom lessons are reinforced with hands-on experience with multiple cutting-edge technological platforms and devices, including introductory coding workshops.

Our program for middle school students is a three week program designed to prepare African American youth to achieve success. During the first two weeks of the three week program, students attend camp orientation at the Urban League of Portland, which includes the Junior Achievement BizTown programming. JA BizTown gives students the opportunity to run banks, manage restaurants, read utility meters, use debit cards, and even vote.

During their third week in the program students attend a 5 day overnight camp in Salem, Oregon where they are encouraged to continue their education and pursue college degrees and careers in the sciences. At camp, students learn about careers in natural science, engineering, technology, and forestry and participate in sports like: basketball, dance, soccer, volleyball, archery, canoeing, and swimming.

**54**

Participants in our  
Summer Youth  
Programs



**100%**

Graduates Gained  
Employment Upon  
Completion



# 2014 Board of Directors

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Chief Equity Officer & Partnership Director  
Portland Public Schools

**GEORGE B. JONES, VICE CHAIR**  
Distribution Services Manager  
Portland General Electric

**ROBERT COOK, TREASURER**  
Senior Vice President, Business Banking  
Market Manager Inland Northwest Market  
Bank of America

**AMY WAYSON, SECRETARY**

**KIMBERLIN BUTLER**  
President,  
Urban League of Young Professionals

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Wells Fargo Home Lending

**ANGELA DOWLING**  
President  
Regence Blue Cross Blue Shield of Oregon

**THERESSA DULANEY**  
Vice President of Communications  
Comcast Cable

**MARCUS EASTLAND**  
Global Footwear Product Line  
Manager: Sportswear  
NIKE

**DOMINIQUE JOHNSON**  
NW District Area HR Manager  
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Labs Vice President Wen-Hann Wang  
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Public Engagement  
Portland Trail Blazers

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Community Affairs  
US Bank

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Principal  
Ogawa Fisher Architects

**TRACI ROSE**  
Chief Communications & Development Officer  
Boys & Girls Club of Portland Metro

**BILL TOLBERT**  
Diversity Program Manager  
Metro Regional Government

**BRUCE WATTS**  
Bruce Watts and Associates

**KAREN WILLIAMS**  
Principal  
Carroll Community Development, LLC

# Staff

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## Administration

Michael Alexander – President and Chief Executive Officer (ret. 5/2015)  
Nkenge Harmon Johnson – President and Chief Executive Officer  
Mylen Shenker – Chief Financial Officer  
Julia Delgado - Director of Operations  
Rontisha Davis – Administrative Assistant  
Yusuf Mohammed - Accounts Payable

## Advocacy & Civic Engagement Program

Midge Purcell – Director of Advocacy and Public Policy (ret. 5/2015)  
Lindsay Bryant – Intern  
Katie Sawicki - Policy Director  
Tameka Taylor - State of Black Oregon Project Assistant  
Nyanga Uuka - Community Organizer

## Community Works Program

Kelly Johnson - Workforce Specialist  
Kelia Rogers - Skill Development Specialist

## Healthy Families Program

Bisi Carter - Healthy Families Supervisor  
Ayo Arigbon – Outreach Organizer  
Tawanna Johnson - Outreach Organizer

## Senior Services Program

Norma Mullen – Director of Senior Services  
Arleta Ward-Christain – Senior Center Director  
Anita Bailey – Lead Case Manager  
Cecelia Carlson - Information & Assistance Coordinator  
Lawanda Crooms - Transportation Specialist  
Alexandria Jones-Patten - Senior Case Manager  
Donna Kinzig – Senior Case Manager  
Zina McGee - Senior Center Assistant  
Meshauna Powe – Senior Case Manager

## Workforce Program

Debra Lindsay - Director of Workforce Development  
Susan Johnson - Program Assistant  
Byron Peterson – Employment Training / Youth Program Instructor  
Meshauna Powe – Administrative Assistant

# Young Professionals

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The Urban League of Portland Young Professionals are a volunteer auxiliary of the Urban League of Portland that encourages young professionals ages 21-40 to empower their communities and change lives through the Urban League Movement. Their goal is to build a pipeline of young leaders who consider Portland and the Urban League as key contributors to their personal development and professional success. The Executive Board in Fiscal Year 2014 was comprised of the following leaders:.

President - Kimberlin Butler  
Vice President - Tony Funchess  
Secretary - Natasha Smith  
Treasurer - Sage Carter  
Policies & Procedures Chair - Marguerite Matthews  
Community Outreach Chair - David Nussr  
Fundraising Chair - Nikki Rowe  
Marketing Chair - Dyvisha Gordon  
Personal & Professional Development Chair - Cristoval Garcia

# Financial Statements

## STATEMENT OF FINANCIAL POSITION

JUNE 30, 2014

(WITH COMPARATIVE AMOUNTS FOR 2013)

	2014	2013
<b>Assets:</b>		
Cash and cash equivalents	\$ 376,405	55,942
Grants and contributions receivable <i>(note 4)</i>	142,132	85,487
Contract payments receivable <i>(note 5)</i>	71,086	92,713
Investments <i>(note 6)</i>	22,825	26,170
Beneficial interest in assets held by the Oregon Community Foundation	–	31,965
Prepaid expenses and other assets	19,384	3,082
Land, furniture, and equipment <i>(note 7)</i>	6,707	6,061
<b>Total assets</b>	<b>\$ 638,539</b>	<b>301,420</b>
<b>Liabilities:</b>		
Accounts payable and accrued expenses	31,103	30,253
Accrued payroll and related expenses	65,641	44,850
Line of credit	–	39,961
Deferred revenue – special events	17,500	25,000
Deferred revenue – contracts	–	10,000
<b>Total liabilities</b>	<b>114,244</b>	<b>150,064</b>
<b>Net assets:</b>		
Unrestricted:		
Available for programs and general operations	282,080	(58,570)
Net investment in capital assets	6,707	6,061
<b>Total unrestricted</b>	<b>288,787</b>	<b>(52,509)</b>
Temporarily restricted <i>(note 8)</i>	235,508	203,865
<b>Total net assets</b>	<b>524,295</b>	<b>151,356</b>
Commitments and contingencies <i>(notes 4, 12, 13, and 14)</i>		
<b>Total liabilities and net assets</b>	<b>\$ 638,539</b>	<b>301,420</b>

\* This financial data is excerpted from our audited financial statements. Urban League of Portland can provide complete financial statements upon request.



# The Urban League thanks our generous supporters

## Corporate Supporters

Albina Community Bank  
Ameritrade  
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Oregon State Bar  
Oregon State University  
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Pacific Northwest Regional Council of Carpenters  
Pacific University  
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University of Oregon  
Upstream Public Health  
Urban League of Portland  
Young Professionals  
US Bank  
Warner Pacific College  
Wells Fargo  
Wieden + Kennedy  
Willamette Management Associates

## Individual Members

Akeem Abodunrin  
Habiba Addo  
Ruth Adkins  
Alma Adrovic  
Christopher O Alaka  
Michael Alexander  
Yvette M Alex-Assensoh  
Kate Allen & Bruce Watts  
Ben & Michael Anderson  
Nathe  
Claudia Arana  
Jonathan Ater  
Sadie Atwell  
Brad Avakian  
Liz B. Degner  
Mabel B. Walters  
Diana Bagley  
Joslyn Baker  
Arleen Barnett  
Bill Barr  
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Jay Bloom  
David & Sabrina Blue  
Sara Boone  
Clariner Boston  
John Branam  
Thomas Brennan  
Betty Brickson  
Phillip Brown  
Rebecca Brown  
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Chris Burford  
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Alec Esquivel  
Christopher Evans  
Ralph L Evans  
Marc Farrar  
Liza Finkel & Scott Fletcher  
Maxine Fitzpatrick  
Brigid Flanagan  
Jim Forquer  
Samantha Foster  
Bobbie & Bernie Foster  
Corey Frazier  
Diane Freaney  
Tom Fuller  
Kathleen Fuller-Poe & Lorenzo Poe  
Mollie Galloway  
Denise Gaskin  
Leland Gilbert  
Leslie Glasser  
Nancy Golden & Roger Guthrie  
Angelo Gomez  
Lydia Gray-Hollifield & Kathleen Hollifield  
Richard Greensted  
Lakacia Gunter  
Peggy Hackenbruck  
Charlie & Nancy Hales  
Damien Hall  
Tim Hall  
Lesley M Hallick  
Nkenge Harmon Johnson  
Mary Harrell  
Antonio & Donna Harris  
David Harvey  
Marshall Haskins  
Gillian G. Hearst  
David Heller  
Michael Heyn  
Julia Hill  
Richard Hines-Norwood  
Margaret & Roger Hinshaw  
Suzanne Hoffman  
Eliza HoKosh-Hulbert  
Sheila Holden  
Bronwyn Houston  
Jessica Howard  
Kimberly Howard  
Joe Hutchins  
Eric Iverson  
John Jackson  
Cobi Jackson  
Bruce Jaeger  
Dante James  
Erin Janssens  
Jan John  
David Johnson  
Dwayne Johnson  
Karin Johnson  
Mark Johnson  
George Jones  
Darrell Jones  
Anthony Jones-DeBerry  
Mark Kalenscher  
Barret Karnes  
Carla Kelley  
Tom Kelly  
Alicia Keny-Guyer  
Amber Kern-Johnson  
Pam Knowles  
Nancy Kramer  
Tom Kranovich  
Tom Krattenmaker  
Bernie Kronberger  
David Labby  
Kali Thorne Ladd  
Glenn Lamb  
Brad Larsen  
Michael Lewellen  
Priscilla Lewis  
Joyce Lijeholm  
Sara Long  
Chas Lopez  
George Macoubray  
Traci Manning  
Dena Marshall  
Gregory Martin  
Lindsey Matson  
The Matz Family  
Khalid Maxie  
Jillian McAdory  
Katie McClure  
Ozie McCullough  
Katherine McDowell  
Inger McDowell  
Moriah McGrath  
Peggy McGuire  
Abra McNair  
Harold McNaron  
Jilma Meneses  
Jeff Miller  
Fred Miller  
Dalton Miller-Jones  
Pamela Mitchell  
Kevin Modica  
Zack Mohamed  
John Mohlis  
Judy Mohr Peterson  
Wayne Monfries  
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Jasmine Murphy  
Shawn Murray  
Grace Neal  
Andy Nelson  
Clarence Nesbitt  
Stephanie Noll  
Steve Novick  
Larry O'Dea  
Melvin Oden-Orr  
Hiromi Ogawa & David Piper  
Anne O'Neill  
Penina Ongiro  
Judith Pearson  
Stephen Percy  
Steve Percy  
Marion Petett  
Jim Piro  
Sarah Porter  
James Posey  
Rachel Post  
Traci Price  
Patrick Quinton  
Dannon Raith  
Barbara Regan  
Kellie Reid  
Jennifer Rhoads  
Victoria Rice  
Cynthia Rider  
Condry Robbins III  
Crystal Roberts  
Hector Roche  
Kevin & Sharon Rogers  
Traci Rose  
Robin Rosenberg  
Nikki Rowe  
Darius Ryals  
Dan Ryan  
Will Salton  
Katie Sawicki  
Christina Scarzello  
Martha Schechtel  
Nate Schlachter  
Michelle Schwartz  
Lillian Shirley  
Susan Shugerman  
Patrick Simpson  
Michael Smira  
Carole Smith  
Rich Smith  
Terri Sorenson  
Bob Speltz  
Julia Spence  
Anne Squier  
Amber Starks  
Cathy Starks  
Bobbi Stedman  
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Michael Stewart  
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Vonnie Swanson  
Edmund Szamborski  
Nate Takara  
Ron Talarico  
Robin Teater  
Keith Thomajan  
Tiffany Thompson  
Adrienne Thompson  
Tricia Tillman  
Bill Tolbert  
Kay Toran  
Leah Treat  
Angelo Turner  
Dan Valliere  
Vanessa Veselka  
Chabre Vickers  
James Walker  
Regena Warren  
Edward Washington  
Amy Wayson  
Pamela Weatherspoon  
Mark Weinsont  
Patricia Welch  
Jeff & Mary Kay West  
Sarah Wetherson  
Amanda Whalen  
Ryan White  
David Whitfield  
Wim Wiewel  
David Wilcox  
Charles Wilhoite  
Peggy Willer  
Amber Williams  
Billy Williams  
Dave Williams  
Karen Williams  
Kendra Williams  
Desiree Williams-Rajee  
John Wolfe  
Jeana Woolley  
Elisa Worland  
David Wynde  
Sonji Young