



Membership Matters

June/
July/
August
2020

The newsletter for women making a difference together in Baldwin County

Ladies of Impact 100 Baldwin County,

Happy summertime to each of you and your families! I hope these warmer days and beautiful sunsets are bringing you joy and an opportunity to get some fresh air on your patios lately. I also hope you are all staying safe and well.



Suzanne Thornburg
2020 Impact 100
Baldwin County
President

We are entering into a very busy time for our Impact 100 chapter. Our focus groups are preparing for kickoff and in this issue of our newsletter you will learn more about how they form, the process they each follow and the importance of integrity throughout the grants cycle. Our work is really just getting started as we review the grant applications submitted this year, prepare our questions, and host further discussion with our nonprofit applicants. This year will look a little different than years past, but I have faith in all of our focus group members that we will adapt. Please take a moment to thank the focus group chairs and members of our grants committee when you have a chance. There is so much that must go on behind the scenes for our “circle of giving” to move forward.

You will also be hearing more updates from our past grantees. The needs continue to be great, and we want and need to know how we can continue to support nonprofits across our county.

I want to personally thank each of you for your continued commitment and example of women making a difference in our communities.

YOU are Impact 100!

Truly,

Suzanne S. Thornburg

Membership Installment Payments are an Option

by Lucy Smith, Membership Chair

Did you know that Impact 100 offers a flexible membership payment plan? “Easy,” “convenient,” and “budget-friendly” are just some of the reasons people give when asked why they take advantage of it.

“I really like the convenience,” commented Monica Leonard. “I set up auto bill pay with my bank and, boom, it’s done. I’m a member for the coming year. I don’t have to think about it again.” Others love the ability to budget their membership contribution throughout the year. Whatever reason intrigues you, now is a great time to start to pay your 2021 membership!

- Making installment or recurring payments of \$100 a month starting in June will ensure your full membership contribution by the March 31 deadline.
- Making recurring payments of \$250 per quarter will do the same!

This option is also available to new members, so if you know someone who’s ready to join, encourage her to join now and start making her membership contribution. Her membership will be for the 2021 membership year, so she won’t be able to vote at this year’s annual meeting or participate on a focus group, but she can attend our events.

Paying in installments is easy to do. You choose how and when you want to pay: Bank autopay, check or credit card. Monthly, quarterly, or some other frequency. Your choice. There are only two rules: (1) Your initial contribution must be \$100 or more and (2) your \$1,000 membership contribution must be paid in full no later than the March 31 membership deadline.

Ready to take advantage of this flexible plan? Go to the Impact website, click on “Join” and scroll down to the 2021 application form and let us know how you’ll be paying. If you use your bank’s auto bill pay feature, contact your bank and follow their easy auto-pay instructions.

Boom. You’re done.

in • teg • ri • ty
/in'tegrede/



1. The quality of being honest and having strong moral principles.
2. The state of being whole and undivided.

Part 2: Integrity in the Focus Group Process

Our grant applications reflect the needs of the people living in Baldwin County. Our Focus Group participants narrow the selection of projects in support of our mission. Underpinning all of this is the integrity of the process – a trait key to our ongoing success.

We solicit grant applications from the widest range of nonprofits (NPs) and, through our Focus Groups, we vet and select the finalists for member voting. Sounds simple enough ... until you look a little closer. In our March/April newsletter, we wrote about the concept of integrity and how it is woven into the fabric of our organization whether it's our Policies & Procedures, our grant process, or the actual voting and awarding of grants. Since Focus Groups have just started, let's dive into the integrity of the Focus Group (FG) process.

“When I joined Impact, of course the mission of the organization was most important, but I saw integrity shine from every corner. It's one of the things that really impressed me and motivated me to join.”
—Sandy Stepan

Always, our first responsibility is to our members as they have invested their money and time to support Impact 100 Baldwin County's mission. Before you can participate in a FG, you'll be asked to sign a Confidentiality agreement and a Conflict of Interest statement. A simple but critical beginning grounded in integrity.

The integrity of the process continues with FG training so all participants start with the same guidelines. This year, the Grants Committee will deliver a consistent message via a Zoom webinar. Participants will learn how to dissect a grant; evaluate an organization including board members and staff; determine if the project meets local needs; and tons more. They will also learn about the importance of confidentiality on every level—from the names of the nonprofit applicants to the number of applicants in any focus area. It's really simple: what you learn in

a Focus Group stays in that group. No leaks, please. We are proud that NPs provide us with confidential information because they trust the integrity of the process and the organization.

It's the duty of FG members to be good stewards of the money that each member has contributed. That's one reason project evaluations are deep and thorough. For FG members, it's not about selecting a favorite NP or a project that benefits your town, rather, it's about bringing forth the worthiest work from sustainable organizations whose projects will have the greatest impact on Baldwin County.

Our Mission

Impact 100 Baldwin County is a community of women seeking to transform lives in Baldwin County by awarding high impact grants to nonprofits in the areas of Arts, Culture & Recreation; Education, Environment & Preservation; Family; and Health & Wellness.

“When I joined Impact, of course the mission of the organization was most important, but I saw integrity shine from every corner. It's one of the things that really impressed me and motivated me to join.” said Sandy Stepan, Grant Committee chair. “Integrity is foundational to our organizations' existence and its ability to thrive.”

Integrity, it's what we are about. Thank you for embracing and supporting this essential characteristic of Impact 100.

Zooming into Focus

Focus Group Tech Advisors met June 17 to brush up on their Zoom skills in advance of the Focus Groups which begin in July. Twenty-two women participated with Board members Barbara Miller Levitt and Betty Huff leading the session. They reviewed the platform meeting options, polling Zoom

participants, making an audio recording, chat during the meeting, and more. As Barbara said, "Three months ago, I really didn't know much about Zoom. We are all learning together."



Focus Group Leaders & Tech Advisors

Arts, Culture & Recreation

Chair, Judy Thompson

Co-chair, Katrina Renfroe

Tech Advisors: Chesley Allegri, Brenda Parnell, Bailey Stitt

Education

Chair, Miranda Schrubbe

Co-chair, Wendy Fuess

Tech Advisors: Wendy Fuess, Topie Cassidy, Jennifer Nelson,
Margaret Pace, Helen Soule, Ellen Lee

Environment & Preservation

Chair, Barbara Levitt

Co-chair, Andy Burton

Tech Advisors: Andy Burton, Lani Cameron, Lenise Ligon

Family

Chair, Anne Irving

Co-chair, Betty Riley

Tech Advisors: Mary Calvin, Micki Kohn, Margaret Neely

Health & Wellness

Chair, Melanie Harris

Co-chair, Necie Borroni

Tech Advisors: Rachel Bailey, Kristen Koppen, Katherine Lalisen

Spotlight— **Membership Secretary Nancye Wolfe**

Just as technology and databases have become mission-critical for business, the same is true for Impact 100 Baldwin County. As a membership organization, accurately capturing and maintaining our member database is essential. Over the years, we've had 1,072 women join, and these women may change addresses, switch email accounts or want to update their photo for the Member Directory. It's all linked to the database. When you 'check in' at the Annual Grant Awards the database is in play, and it is used to merge the final votes to determine grant recipients. With so many data points and uses, you'd hardly expect that one person, the Membership Secretary, would handle it all.

Nancye Wolfe has been Membership Secretary for four years and she has seen some changes.

The Membership Secretary also receives member applications and payments (and sends out those pesky payment reminders), responds to requests for our tax ID number, maintains sponsor donation records, and oversees the organizational documents for the board. Her work also has a technology component. She writes script for the database, upgrades software and hardware, stays on top of licensing renewals and new programs that will help us function more efficiently.

"Change and evolution are part of the job," reports Nancye, "that's why I want to form a brain trust." Recognizing the importance of continuity, she is recruiting members to her Knowledge Team. Women who work behind the scenes and who may have different slices of time to give but have experience in spreadsheets and databases or JotForm and fillable PDFs. **If you've worked in accounting, or IT and know your way around computers, chat with Nancye. It's not a commitment, just a conversation to discover if there is a fit for your talents and whatever slice of time you have to give. You just might have some fun. (nancye.a.wolfe@gmail.com)**



Impact 100 Baldwin County Membership Secretary Nancye Wolfe is building a team to handle Impact's crucial behind-the-scenes information infrastructure.

Member Spotlight— **Ashley Jones Davis**

What led you to support IMPACT 100?

The short answer: Ann Rumley and her passion for Impact 100. The longer version... I had heard about Impact 100 off and on for a few years, and knew they awarded grants to local nonprofits in Baldwin County, but it wasn't until I attended a membership recruitment event in 2017 that I learned what Impact was really about and how Impact 100 makes a true impact in Baldwin County. I am a firm believer in collaboration and partnership, many hands make light work, but many hands also make a greater impact. The more I thought about it, and at the time thought about the membership goal of 500 members and what those 500 Baldwin County ladies represent, the more I realized that by 500 ladies giving small, to the same organization, that those small gifts would create, in some cases, a life changing moment for a nonprofit serving Baldwin County, multiplying my small contribution into something bigger than I ever imagined. Another draw to Impact 100 was the very organized, all volunteer leadership, that keeps the gears turning; it is rare to find a 100% volunteer-driven organization that works as hard as these women do, and as a member you get to choose your level of involvement - commit to help where you can, when you can, with what you can. Again, many hands make light work, but those many hands are making a HUGE Impact to organizations right here in Baldwin County!



*Impact 100 Baldwin County Member
and North Baldwin Chamber
of Commerce Executive Director
Ashley Jones Davis*

What one thing do you think Impact 100 Baldwin County needs to do to have the most impact it can?

Impact 100 has awarded \$3.6 million in grants since 2008 (read that again), and it still amazes me the number of women and the number of organizations in Baldwin County who have no idea that Impact even exists (I didn't even know about Impact 100 until around 2014). What do I think Impact 100 Baldwin County needs to do to have the most impact? Keep telling our story. I encourage all of the ladies of Impact 100 Baldwin County to keep telling your friends, neighbors and family about not only Impact 100, but about our grant recipients and the impact they are having on Baldwin County because of the grant they received through Impact 100.

What unusual talent, skill, or interest do you have that not many people know about?

I am addicted to CrossFit, Coffee and Netflix. I can also still dance the kick line to my high school fight song - Tiger Rag - maybe not as good as I once was, but I'm good for at least one go of it

What's your best piece of life advice?

I've been blessed with many mentors and a lot of good advice over the years, a few of my favorites that I hold on to are

- Never forget who you are, where you came from and what you stand for.
 - Make wise decisions, a lot can happen in the blink of an eye.
 - You're never going to make everyone happy, and that is okay.
 - Be kind. Laugh. Call your mama.

As our community continues to deal with Covid-19— How Are Our Grantees Doing?

Once again, we asked Impact 100
Baldwin County's 2018 and 2019
Grant Recipients how they are
doing as restrictions are lifted.
As of June 7, these are the
responses we received.

Eastern Shore Repertory Theatre 2019 Arts & Culture Erin Langley

I'm not sure if I would use the term "full speed ahead," but we are pressing forward as cautiously as we can. We've added a board member, Dr. Paul Glisson, who is the VP and Chief Medical Officer at Baptist Health Care in Pensacola. That has given our team some extra medical expertise and confidence to move forward.

1. On May 11, the governor eased some restrictions related to the pandemic. Since then, have things/plans improved/changed at your organization?

When the governor released her newest orders on May 22, that allowed Eastern Shore Rep the opportunity to consider moving forward with our summer plans. After hours and hours of discussing the Alabama Public Health guidelines our board came to the conclusion that we would be able to safely hold our camps. Many new safety precautions will be in place this summer such as smaller group sizes, strict social distancing, moving some camp time outside, cleaning the Nicholson Center between every session as well as professionally disinfecting three times a week, installing touchless hand sanitizer stations, temperature checks on arrival to name a few. Our "performances" will be socially distanced by our campers and we will not have any audiences at this time. We'll simply photograph and record the performance for families to enjoy later.

As far as future plans, we don't know when we'll be able to perform for large audiences again. Our plans change daily, but we're brainstorming multiple new approaches to the upcoming season.

2. What has surprised you most during these difficult times?

Currently, this reintroduction to society seems the most tentative and unpredictable, for sure. Three months ago I never would have dreamed that adjusting back into a socialized world would be so full of emotion and decision. I think each of us wants to do the best job we can caring for our community, but there's no clear roadmap for what that looks like exactly.

3. If you could name one thing that would make a difference to your nonprofit in the next three months, what would it be?

We are very fortunate that through the Impact 100 grant we have a gorgeous new facility. We have everything in place to hold state of the art rehearsals and performances. We feel so grateful that we were able to put this project into place before we knew there was a pandemic looming in the future. At this point, we are just waiting for the opportunity to be able to teach students (on an in-person basis) and perform for audiences. This fall will be particularly challenging for us if we are still not able to meet in large groups. But, we are a grass-roots group which started from scratch and we know how to be resourceful and creative. We are hopeful that audiences will one day support our Eastern Rep Theatre shows when the time is right!

**Baldwin Humane Society
2019 Environment, Preservation & Recreation
Abby Pruet**

1. On May 11, the governor eased some restrictions related to the pandemic. Since then, have things/plans improved/changed at your organization?

We are still being extremely cautious but have lifted some of the rules regarding visitors to the resale shop and adoption center. We have also welcomed back some of our volunteers with safety precautions in place. All in all, we have been very fortunate. Our adoptions are actually on the rise which is just amazing. We have had several new families sign up to be foster homes so we can temporarily place even more animals. The Trap Neuter Return program that Impact 100 has made possible is going gangbuster. We slowed down a little bit when COVID hit the scene, but we have figured out ways to safely continue the program. As of the end of May, we have successfully TNR'd 160 cats. We have been trapping all over the county from Lillian to Bay Minette. The calls for assistance continue to come in with more frequency but we are doing our best to assist as many cats as we possibly can.

2. What has surprised you most during these difficult times?

I've been very pleasantly surprised by the amount of positivity that has been shown by our donors, our volunteers and our staff. Even though many of them are facing their own struggles resulting from the pandemic, everyone is dedicated to helping these animals. We've had people that would probably never reach out to us do so because they are concerned about homeless animals' welfare during these uncertain times. We even had a young woman who is a senior in high school decide to take the funds that would have covered her summer internship (which was cancelled due to the pandemic) and instead used them to help us start a new program aimed at giving resources to pet owners who have found themselves without an income and struggling to care for their pet. How great is that?

3. If you could name one thing that would make a difference to your nonprofit in the next three months, what would it be?

We are in great need of a van or transport vehicle for our Uptail Resale shop. We have had a ton of people reach out to us with large furniture donations. Most of these need us to come and pick up the furniture. We have been fortunate enough in the past to have volunteers to help with that, but now that the requests have been picking up we are overwhelming our volunteers. If we had a vehicle of our own, we could hire a part time driver to go out and take care of pick-ups and deliveries.

**Prodisee Pantry
2019 Family
Deann Servos**

1. On May 11, the governor eased some restrictions related to the pandemic. Since then, have things/plans improved/changed at your organization?

Prodisee Pantry is continuing our Mass Emergency Food Distributions through the end of June as we know not everyone has a job to go back to and/or their hours are not at the level prior to the Stay-at-Home Order. In just 11 of these large-scale distributions, Prodisee Pantry's skeleton volunteer crew has dispersed 9,324 family food units, each weighing approximately 92 pounds consisting of meats, milk, eggs, cheese, bread, fresh fruits, fresh vegetables and staple food items.

One of the hardest things has been asking our higher risk volunteer base to remain at home. We have done this because they are part of our family. They have a heart for serving and staying home for their own safety just doesn't feel normal.

2. What has surprised you most during these difficult times?

The surprising thing is how so many folks; clients as they drive-thru, donors slip a note in with their check and volunteers in passing behind their mask say they are praying for us! Amen, 'cause Prodisee Pantry has long said we run on the power of prayer and the energy of volunteers!

3. If you could name one thing that would make a difference to your nonprofit in the next three months, what would it be?

The one thing that would make a difference is "a vaccine with wide-spread vaccinations."

**Big Fish Ministries
2018 Health & Wellness
Isaac Stooksberry**

1. On May 11, the governor eased some restrictions related to the pandemic. Since then, have things/plans improved/changed at your organization?

Yes, especially financially, we are largely supported by our thrift stores so having to close them for over a month was a little bit of a stretch, but God showed his faithfulness again and got us through it. We also sent most of our students home on extended pass during the stay at home order which was a challenge (we learned a lot about Zoom), but most of the students have returned to our Residential recovery program and things are starting to get back to normal.

2. What has surprised you most during these difficult times?

The way that good charity minded people come together to keep things going during hard times.

3. If you could name one thing that would make a difference to your nonprofit in the next three months, what would it be?

Continued support of our Thrift Stores and prayers for those lost in addiction and those struggling to recover.

**Fairhope-Point Clear Rotary Youth Club
2018 Education
Tracey Miller**

1. On May 11, the governor eased some restrictions related to the pandemic. Since then, have things/plans improved/changed at your organization?

Things have not changed. We are still feeding the community through Feeding the Gulf and a few of our local churches. We are trying to figure out some possibilities for opening our summer program, if it can be done safely and according to CDC standards.

2. What has surprised you most during these difficult times?

The actual people who are coming out to receive the meals. This pandemic has brought pretty much everyone to their knees. I have seen more of the working poor, people who do not qualify for the government programs, taking part in our food services. It is truly a humbling experience to know we are all one paycheck from being hungry.

3. If you could name one thing that would make a difference to your nonprofit in the next three months, what would it be?

I honestly wish that we could serve hot meals daily. We only give out hot meals on Friday, and it concerns me that the elderly may be going without meals during the week. I am not sure if we will be opening back up because I don't think that summer camp rewards will be worth risking the health and lives of our staff and children. So, with that being said, we need some upgraded computer technology so we could assist the children's education at home.

**Jennifer Claire Moore Foundation
2019 Health & Wellness
Megan Melvin**

1. On May 11, the governor eased some restrictions related to the pandemic. Since then, have things/plans improved/changed at your organization?

We have been working on two fronts since the restrictions eased. First, we are trying to schedule Youth Mental Health First Aid training. We are trying to have two sessions a month over the summer. If we have enough people sign up (10 per session) we will proceed. If people are still not ready to come out in a group to do this, we will move them to the fall. We have faced some challenges in locating space due to the need to social distance.

Second, we have been meeting with a graphic designer this month to get all our marketing and think tanks re-booted and focused. The whole platform for marketing and outreach was based around the phrase "it takes a village." So much of what we teach and tell people to do and look at involves human interaction—reading body language—hearing tone of voice—looking at eyes—to assess. Covid has taken us to a place of, ok, how do we help when the traditional methods of human contact are taken away? And what does our "village" look like now?

2. What has surprised you most during these difficult times?

I have been surprised at how flexible and understanding the people we would be serving and training have been about delays and changes in the program. On the flip side, I have been surprised at how stressful uncertainty has been for the trainers. We were all so excited to get the funding and start implementing everything and then—Pause—with no concrete end to the Pause. We want to be able to have our plan in place with a definite time schedule and implementation plan. We want to move forward. I have been surprised at the stress that has created.

3. If you could name one thing that would make a difference to your nonprofit in the next three months, what would it be?

For life to return to normal so that we can be engaged with people again.

**Miracle League of Coastal Alabama
2018 Environment, Preservation & Recreation
Bruce White**

1. On May 11, the governor eased some restrictions related to the pandemic. Since then, have things/plans improved/changed at your organization?

The pandemic put a halt to our fundraising efforts and our monthly meetings. Easing restrictions has not changed that as of this time. ALSO: We had to change our social media provider and we are personally taking on the work of revamping all our social media.

2. What has surprised you most during these difficult times?

The thing that has surprised us the most is how much the pandemic has changed the work force and the way we communicate through technology such as Zoom. ALSO: Even though we haven't posted or done much we are still adding people to our Facebook page.

3. If you could name one thing that would make a difference to your nonprofit in the next three months, what would it be?

Having more people know about the Miracle League park and its purpose. Having more people to help support the league and its development. ALSO and this is huge: Finding a big corporation or a foundation willing to partner with us and provide the financial support that would allow us to move forward quickly and complete this project.

The overall project is approximately \$2.7MM. We have raised about \$850,000 to date so we really need the help of a corporation or foundation.

**Light of the City
2018 Family
Barbara Brown**

Before the COVID-19 pandemic, Light of the City was full speed ahead; offering a variety of free services to our families. This included tutoring and enrichment for children and college students; open gym games and activities including exercise classes, plus our very popular Tuesday Family Event and Game Night. Outdoor activities involved residents' daily use of our pavilion and a variety of occasions like family and class reunions. Our paved track was constantly filled with community members walking each morning and evening. Unfortunately, due to the pandemic safety guidelines, we had to pause most activities.

1. On May 11, the governor eased some restrictions related to the pandemic. Since then, have things/plans improved/changed at your organization? As the COVID-19 restrictions are being lifted, Light of the City is excited to resume many of our services. Our community garden is flourishing as adults and children come daily to cultivate our fresh crop of fruits and vegetables. The walkers have returned to the track and our exercise class is meeting under the pavilion with plans to return to the gym by mid-June. Children are enjoying the playground equipment and playing under the shade provided by the majestic oak trees that cover our campus. Our free summer camp starts this month and we are also offering a drive or walk-in free breakfast and lunch component to families who are not ready to return to fulltime. Also, this year's camp will include a virtual component for children who

cannot attend. In addition, we are preparing to distribute free boxes of food to our families during the third weekend in June.

2. What has surprised you most during these difficult times?

Although we knew our friends would reach out to help us during this pandemic; the volume of the response has been greater than anticipated. Several agencies have donated supplies to help with summer camp safety and individual community members are donating their time, supplies and funds to help. Their words of encouragement and prayers have sustained us as we make daunting decisions about how and when to safely provide services to our most precious citizens, our children.

3. If you could name one thing that would make a difference to your nonprofit in the next three months, what would it be?

The overall purpose of Light of the City is to love our families through deeds and not merely words. We strive each day to honor this purpose. The COVID-19 pandemic aftermath has created a "new normal" that requires another manifestation of that love. During the next three months, we will need an extensive supply of cleaning and disinfectant consumables in order to keep everybody healthy and safe as they enjoy activities on our campus. Many have answered the call to help. Light of the City is very blessed and forever thankful.



amazonsmile
You shop. Amazon gives.

***Shopping more on
Amazon these days?
Smile when you buy!***

Amazon Smile donations to Impact 100 Baldwin County to date total almost \$800. Log in to smile.amazon.com and designate Impact 100 Baldwin County as your charity of choice to add your purchasing power to our support.

These micro donations from Amazon—.05% per purchase—cost you nothing and can really add up.



Making Connections

Learning about a new organization can be challenging sometimes, but Impact 100 Baldwin County went a long way toward clearing up any questions at the New Member Orientation. Two Zoom sessions, held on June 9 and 11, offered an overview of the structure of the organization and key committees as well as the many opportunities to contribute time and talent. Suzanne

Thornburg, President; Lucy Smith, Membership Chair; Sandy Stepan, Grants Chair; and Judy Thompson, Membership Co-chair all made presentations. Twenty-seven new members joined the conversation and connected with each other and more deeply with Impact 100.

Corporate donors help cover our administrative expenses so that every dollar of our membership donations goes into grants.

PATRONS



Bellator
REAL ESTATE & DEVELOPMENT

TH
TRULAND HOMES

MERRILL
A BANK OF AMERICA COMPANY

PARTNERS

COAST SEAFOOD

DRC Daphne RENTAL Center
Equipment and Tool Rental Since 1993

P
PUBLIX SUPER MARKETS
CHARITIES

Thank you!

Just for Fun

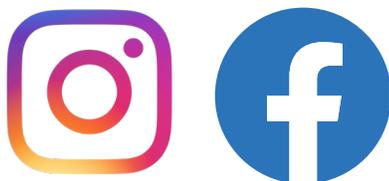
No rules.
No agenda.
Just fun!

At press time, we're planning on an in-person Just for Fun, Impact's purely social events for current members, guests, and 2021 member prospects.

If you plan to attend, please let Jerry Ann McCarron know so there will be enough appropriately distanced seating.
Email: jerryann470@gmail.com
or call/text: 251-510-6790.
We will try to accommodate last-minute guests, too.



Tuesday, July 21
Noon
Wolf Bay Lodge
20801 Miflin Road,
County Road 20
Foley



impact100BaldwinCounty.org

Impact 100 Baldwin County
PO Box 1903
Fairhope, AL 36533

Impact100BaldwinCounty@gmail.com

Impact 100 Baldwin County Board of Directors 2020

Executive Board

President
Suzanne Thornburg

VP, President-Elect
Lucy Smith

Recording Secretary
Barbara Levitt

Immediate Past
President and Advisory
Ann Rumley

Acting Treasurer
Elizabeth Cole

Member Secretary
Nancy Wolfe

Governance
and Advisory
Susan Lovelady

Directors

Necie Borroni
Topie Cassady
Sheila Dodson
Abby Hamilton
Veronica Herndon
Betty Huff

Anne Irving
Nancy Lambe
Jerry Ann McCarron
Jan Pruitt
Sandy Stepan
Judy Thompson