



eliminating racism
empowering women

ywca

Central Massachusetts

COMMUNITY

REPORT

2018-2019



You Matter.

YWCA IS ON A MISSION

YWCA is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom and dignity for all.

For nearly 135 years, YWCA Central Massachusetts has served as a life-long positive force for women and girls, their families and communities. By leveraging the reach, power and passion of our members and supporters, we have created lasting change.

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Letter from the President & Executive Director



This past year has been one of the most exciting in YWCA Central Massachusetts' 134-year history! In June 2018 we launched the public phase of our most ambitious fundraising campaign to date; *The LIVE: leading with integrity & vision for equality* Capital Campaign will raise \$7.5 million to support a \$24-million renovation of the YWCA's downtown Worcester facility. The YWCA opened the doors of its downtown Worcester facility in 1961 and since then has had just one partial renovation.

To date, the YWCA has raised \$4.6 million or 61% of the goal, which includes the largest gifts ever received by the YWCA. The George I. Alden Trust and the Stoddard Charitable Trust have both committed \$1 million each to the capital campaign. More than 200 other private and corporate foundations, businesses and individuals have also provided support.

While all this planning has been going on to ensure the YWCA's future, it has continued its work in serving girls, women and their families. With a strong focus on racial justice and gender equity, we are committed to empowering girls and women to secure their futures through educational attainment, permanent housing and career pathways that lead to independence and economic self-sufficiency.

The YWCA received a \$500,000 contract from the Executive Office of Health & Human Services to implement a pilot program during the coming year that changes how individuals and families impacted by domestic violence receive services. Additionally, we expanded our Girls CHOICE program to North Central Massachusetts and served 25 middle-school girls during the 2018–19 academic year, with plans to serve even more girls next year.

YWCA members, volunteers and friends used their voices to advocate for policies and funding that support early education and domestic violence prevention. As part of the YWCA USA network, we are a strong coalition of organizations across the country, and we will continue to use our collective voices to champion issues that bring positive change to our communities. Now, more than ever, we need every individual to be actively engaged in what's happening locally and in the world.

To all of you who believe in the YWCA's mission of peace, justice, freedom and dignity for all, thank you for sharing your compassion and courage, and for joining YWCA on this meaningful mission.

Of course, our success would not be possible without you.

Joyce Augustus
Board President

Linda Cavaioni
Executive Director

EARLY EDUCATION

& CHILDCARE

310

children served daily
in all programs

89%

of preschoolers reached
developmental milestones

50

preschoolers graduated
to kindergarten in 2019

204

youth attended
summer day camp

\$6,287

in scholarship funds
distributed to youth
attending summer camp



YWCA IS ON A MISSION TO ...

support working families by providing warm,
nurturing care in a secure environment for
every child.

EMPOWERMENT &

ECONOMIC ADVANCEMENT

YWCA IS ON A MISSION TO . . .

empower women to be economically self-sufficient and to develop future generations of female leaders.

15

pregnant and parenting teens worked towards achieving their HiSET

77

middle and high school girls received mentoring through Girls CHOICE

54

women lived in transitional housing



DOMESTIC VIOLENCE SERVICES

YWCA IS ON A MISSION TO ...

prevent violence against women and girls
and promote healthy relationships.

1,169

domestic violence help
line calls answered

827

adults and youth
provided with violence
prevention education

2,321

adults and youth provided
with advocacy and short-
term counseling

75

individuals provided
with confidential
emergency shelter

#HealthyLoves

CARING

 **WEEK WITHOUT VIOLENCE**

 ywca

WELLNESS & HEALTH EQUITY



369

adults and youth participated in learn-to-swim programs

96

youth received no-cost swimming lessons through Summer SPLASH

514

youth participated in programs that promoted their healthy development

8,829

visits to health and wellness center by institutional partner members

YWCA IS ON A MISSION TO . . .

provide high-quality health and wellness programs to underserved communities.

RACIAL & GENDER EQUITY



200

individuals participated in racial equity workshops at the YWCA and in the community

YWCA IS ON A MISSION TO ...

dismantle racism and promote racial and gender equity through outreach, advocacy and education.

100

individuals attended International Women's Day forum on equity in the workforce

64

businesses and organizations pledged to Stand Against Racism

102

attended "Taking a Hard Look at Women's Voting Rights Through a Racial Lens forum

live ywca

**leading with integrity
& vision for equality**



RENOVATION PROJECT

Big news! Beginning in the summer of 2019, **YWCA Central Massachusetts is undergoing an historic \$24 million renovation** that will enable us to meet the expanding needs of our community in a more modern and welcoming facility. When the building improvements are completed, YWCA will offer expanded, STEM-aware childcare learning and play areas; more transitional housing space; dedicated, secure mentoring and counseling space; updated heating and cooling systems; and improved traffic flow and security. All of these improvements will be made with the YWCA's mission in mind, and **with the intention to create transformational change in lives of women, girls and their families.**



\$4,601,536

raised to date towards
\$7.5 million LIVE Campaign goal

\$10.6 million

received in financing monies to date
from various city and state government
funding sources, including state and
new market tax credits

236

individual, foundation
and corporate donors

1st

community benefits agreement signed
in city of Worcester. Partners include
YWCA, Worcester Labor Coalition,
Consigli Construction and City of
Worcester. Agreement promises to
promote hiring of responsible
contractors, pay workers a living
wage, and employ women, people
of color, apprentices and Worcester
County residents.



LIVE CAMPAIGN DONORS

LEADERSHIP GIFTS (\$100,000+)

C. Jean and Myles
McDonough Charitable
Foundation
Fred Harris Daniels
Foundation
The George F. and Sybil H.
Fuller Foundation
George I. Alden Trust
Valerie and Stephen Loring
The Mildred H. McEvoy
Foundation
The Ruth H. and Warren A.
Ellsworth Foundation
Stoddard Charitable Trust
The Fletcher Foundation

SPECIAL GIFTS (\$10,000+)

Anonymous (1)
Albert W. Rice Charitable
Foundation, Bank of
America, N.A.
Amelia Peabody
Charitable Fund
Michael P. Angelini
Margarete L. Arndt, DBA
Joyce Augustus and
Kenneth Konicki
Avidia Bank
Elizabeth Bacon
Bay State Savings Bank

Berkshire Bank
Linda Cavaioli and
John Medbury
Children's Investment Fund
Coghlin Electrical
Contractors, Inc.
Corinne C. Turner
Foundation
Cornerstone Bank
Country Bank
Micki E. Davis
Mary C. DeFeudis
Digital Federal Credit Union
Charitable Foundation
Fallon Health
Fidelity Bank
Mary and Warner Fletcher
Hoche-Scofield Foundation
Liisa and David Holm
Housing Ministries of
New England
Deborah Kaufman and
Dr. Stephen Waxman
Ann T. Lisi and
Joel P. Greene
Susan M. Mailman and
James R. Chapdelaine
Dr. Linda A. Maykel
Katherine and John Metzger
National Grid Foundation
Janet Nolan, JNB &
Associates
Deborah Penta

Jennifer B. Pinck
Cynthia and Stephen Pitcher
Phyllis Pollack and
Peter Metz
Race Family Charitable Trust
Reliant Foundation, Inc.
Janet and Paul Rivard
Rollstone Bank & Trust
The Albert J. Gifford
Charitable Trust
The Hanover Insurance
Group Foundation, Inc.
The Health Foundation of
Central Massachusetts
Ann Tripp and Dale Perkins
Unibank for Savings
Unum Group
Webster Five Foundation
Shirley and Peter Williams
Susan and David Woodbury
Wyman-Gordon Foundation

**COMMUNITY GIFTS
(\$1,000+)**

Anonymous (1)
Agnes M. Lindsay Trust
Darlene Belliveau
The Benevity Community
Impact Fund
Hazel D. Berry
Sarah Garfield Berry
Christienne Bik
and Paul Belsito
Richard Breault
Roberta L. Brien
Dawn and John Budd
Maureen Burdulis in
Memory of her loving
husband, Vincent
John J. Cahill
Donald and Gail Carberry
Ginni and Jeff Cardoso
Senator Harriette
L. Chandler
Laura Crowley
Maritza Cruz
Lori Dawson
Mary T. Dean
Shirley J. Dempsey
Kristin DeSousa
Jessica Diaz
Carolyn Knight Dik

Linda Doherty
Aleta M. Fazzone
Mary Feeney
Marianne E. Felice, M.D.
Patricia Flanagan
Ann L. Flynn
Deborah Gavron-Ravenelle
Eve Gilmore
Deborah Hall
Patricia Halpin
Barbara Jo Harrold
Heald Foundation
Mark and Geraldine Herlihy
Darlene and John Heywosz
J. Irving England and Jane L.
England Charitable Trust
Penelope B. Johnson
Robyn K. Kennedy
Jean A. King
Shirley Konneh
Joyce and Steven Kressler
Cindy Landry
Hana Lasell
Fred Looft and
Linda Carre Looft
Dr. Susan M. Lopez
Karen E. Ludington and
Thomas Lynch
Joe and Ellen MacDonough
Meghan and Michael
Maceiko
Susan S. Maedler
Minh Mailloux
Joyce McNickles, Ed.D
Ruthann Melancon
Renee Mikitarian-Bradley
Rita Moran
Jessica and Jim Morris
Charlene L. Nemeth
Kevin M. O'Brien
Susan E. O'Brien
Judy Ockene
Wendy and Dennis O'Leary
Dr. Luis G. Pedraja and
Leigh Anne Woodruff
Hilda Ramirez
Kathy and Bob Rentsch
Shelley and Todd Rodman
Milagros C. Rosal
Kristin Sawash
Carol L. Seager
David and Arlene Sjosten

Patricia M. Smith
Imrana Soofi
Suzanne St. Pierre
Carol Stolicny
The Proctector Group
Donna M. Truex
Aly Whalen
Janice B. Yost, Ed.D

GIFTS UNDER \$1,000

Christi-An Austin
The Baer Family
Isabel A. Bayon
Amy M. Berry
Ann Bonin
Caitlin Borski
Kerry Brennan
Sandra Bumbaco Staropoli
Leslie Castell
Maddie Castiel
Bianca Colon
Nancy Corey
Deborah L. Cote
Judy DeTorres
Cassandra Diaz
Debra Doerfer
Bridget Downs
Cynthia Dube
John Dwinell
Jasline Estrella
Erika Feingold
Michael J. Flanagan
Brittany Fogarty
Lucille Gallagher
Gail S. Gerolomo
Izaida Gonzalez
Evan and Cynthia Graber
Hon. Martha P. Grace
Bethany Greene
Christine A. Griffin
Amarely Gutierrez Oliver
Kimberly A. Haddad
Marcia Hansbury
Nerissa L. Harper-Ketter
Etel Haxhiaj
Tara Huard
Betty Jenewin
Joanne Keleher
Maureen and William Kelleher
Sheila F. King Goodwin
Barbara and Roger Kohin
Janine Kopeski

Kuehn Charitable
Foundation
Carol Lambert
Jean M. Largess
Daisy Lewis
Patricia C. Lewis
Alexizendria T. Link
Jennifer Madson
Stephen Marini
Maxine Maynard Samm
Chuanita McAlister
Theresa M. McBride and
Bruce G. Bunke
Sandy McGregor
Manuel Millet
Carol Ann Millette
Lacy Miner
Alyce Monteiro
Gina Moretti-Macconnell
Cari Moriarity
Isabel Navas
Linda I. Nelson
Michael A. Nigro and
Joan Arnold
Stephanie Noonan
Luisa Palladino
Yuisa C. Perez
Stephanie Punto
Jacki Quinn
Karen Riley-McNary
Irelis Rivera
Laurie B. Ross
Karen Rucks
Jane Rudy
Monica L. Salazar
Rhonda Sargent
Anna Sarris-Bonache
Danielle Scanlon
Lisa Simons
Allison Smith
Bonnie H. Sullivan
Joyce Thebeau
Elizabeth J. Tripp
Suzanne Uncapher
Unum Group
Elba Velez
Kristin Waters
Shimeca Wilson
George and Donna Wright
Usha Yadav



RACIAL & GENDER EQUITY

People of all backgrounds will learn how to eliminate racial and gender disparities and promote the values of diversity and inclusion.

EARLY EDUCATION & CARE

Children will be prepared to learn in school and achieve greater emotional stability.

WELLNESS & HEALTH EQUITY

Adults, youth and families will overcome health disparities and learn to make smart lifestyle choices.

DOMESTIC VIOLENCE SERVICES

Individuals and families traumatized by domestic violence will lead safer, more stable lives.

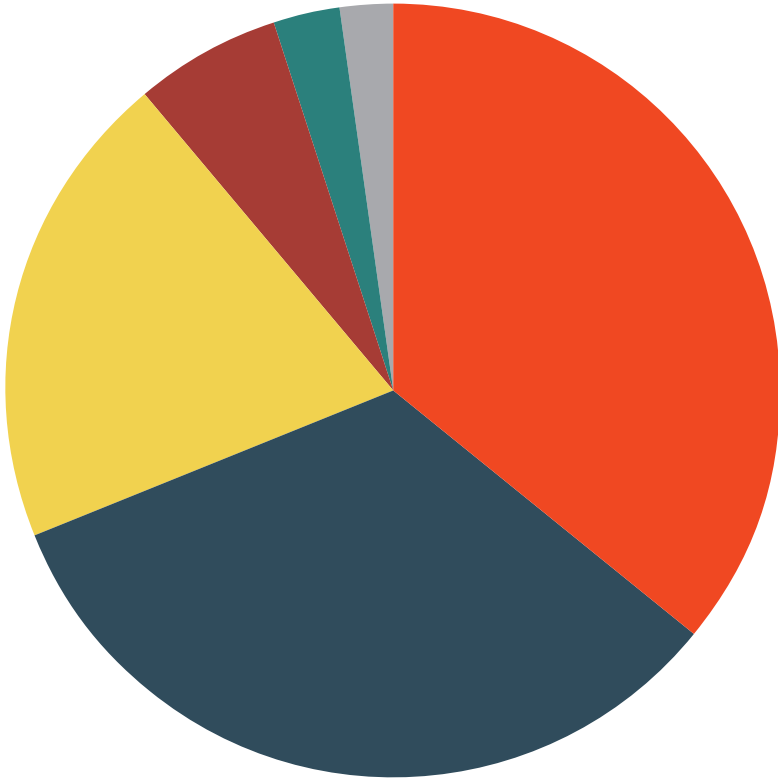
TRANSITIONAL HOUSING

Women on the brink of homelessness will have a safe, secure place to rebuild their lives.

WOMEN'S ECONOMIC EMPOWERMENT

More families will overcome the challenges that keep them from thriving, and girls will aspire to be strong women leaders.

Income Sources for the Year Ended September 30, 2018

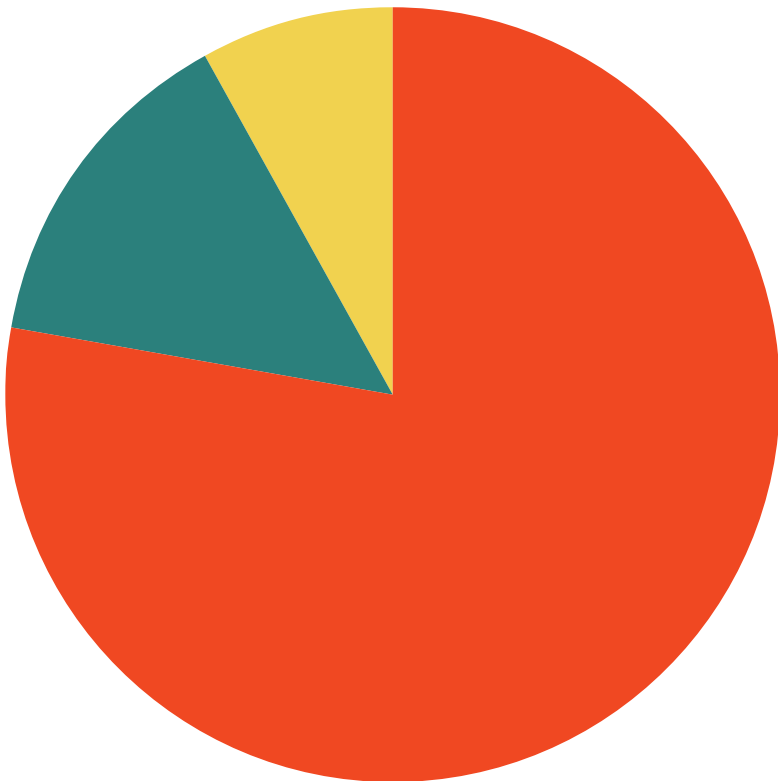


Total operating revenues
= \$10,146,448

- 36% Capital Campaign Contributions
- 33% Government Fees/Grants
- 20% Program Service Fees
- 6% Contributions & Grants
- 3% Other*
- 2% United Way

*Includes: Special events net, investment income, misc., in kind

Expenses by Program for the Year Ended September 30, 2018



Total expenses
= \$7,382,550

- 78% Program Services/Support
- 14% M & G and Fundraising
- 8% Facilities

Statements of Financial Position

FOR THE YEARS ENDED SEPTEMBER 30, 2018 & 2017

ASSETS:

CURRENT ASSETS:	2018	2017
Cash	\$ 70,349	\$ 62,794
Investments	57,243	62,852
Program service fees receivable	243,223	161,554
Other accounts receivable	225,466	219,365
Pledges receivable, current	1,297,737	15,646
Prepaid expenses and other	<u>11,738</u>	<u>23,788</u>
Total current assets	1,905,756	545,999
INVESTMENTS, net of current portion	1,715,523	1,927,268
PLEDGES RECEIVABLE, non-current	1,666,537	37,360
PROPERTY AND EQUIPMENT, net	<u>3,164,367</u>	<u>3,016,931</u>
Total assets	\$ <u>8,452,183</u>	\$ <u>5,527,558</u>

LIABILITIES AND NET ASSETS:

CURRENT LIABILITIES:		
Accounts payable	\$ 31,512	\$ 22,155
Accrued expenses	602,606	532,402
Current portion of long-term debt	246,459	35,280
Current portion of capital lease obligations	8,387	7,995
Deferred revenue	<u>26,586</u>	<u>40,984</u>
Total current liabilities	915,550	638,816
NOTE PAYABLE, BANK	471,851	429,652
LONG-TERM DEBT, net of current portion	477,615	614,503
LONG-TERM PORTION OF CAPITAL LEASE	<u>1,438</u>	<u>9,824</u>
Total liabilities	<u>1,866,454</u>	<u>1,692,795</u>

NET ASSETS:

Unrestricted:		
Operating	(921,686)	(821,504)
Designated by the Board of Directors	1,033,746	1,217,639
Property and equipment	2,568,735	2,467,148
Appreciation of Board designated investments	<u>12,316</u>	<u>58,641</u>
Total unrestricted	<u>2,693,111</u>	<u>2,921,924</u>
Temporarily restricted:		
Purpose	3,159,371	179,767
Appreciation of permanently restricted endowment	<u>206,557</u>	<u>206,382</u>
Total temporarily restricted	<u>3,365,928</u>	<u>386,149</u>
Permanently restricted	<u>526,690</u>	<u>526,690</u>
Total net assets	<u>6,585,729</u>	<u>3,834,763</u>
Total liabilities and net assets	\$ <u>8,452,183</u>	\$ <u>5,527,558</u>

Statements of Activities & Changes in Net Assets

FOR THE YEARS ENDED SEPTEMBER 30, 2018 & 2017

OPERATING REVENUES AND PUBLIC SUPPORT:

	2018	2017
Program Service Fees		
Government contracts	\$ 3,392,101	\$ 3,255,377
Individuals and other	2,070,005	2,113,822
Grants and contributions	532,167	551,385
United Way	246,311	245,109
Special events, net of expenses of \$32,767 and \$35,743 in 2018 and 2017, respectively	38,249	55,053
Investment income appropriated for operations	65,320	61,231
Miscellaneous income	76,927	34,579
Membership dues	21,514	31,131
Donated materials and services	76,488	1,987
Capital campaign contributions	3,627,366	86,144
Total operating revenues & public support	10,146,448	6,435,818

EXPENSES:

Program Services		
Wellness and Health Equity	506,046	515,934
Child Care	2,458,843	2,363,627
Transitional Housing	140,661	129,550
Women's Economic Empowerment	165,943	217,293
Domestic Violence Services:		
Greater Worcester	935,084	881,592
North County	823,737	749,244
Total program services	5,030,314	4,857,240
Support Services		
Management and General	1,516,205	1,069,985
Program Support	173,966	178,002
Facilities	526,618	512,008
Development	135,447	137,460
Total support services	2,352,236	1,897,455
Total expenses	7,382,550	6,754,695
Changes in net assets from operations	2,763,898	(318,877)

NON-OPERATING ACTIVITIES:

Realized gains on sale of investments	77,240	127,594
Investment income, net of fees of \$18,932 and \$19,211 in 2018 and 2017, respectively	50,207	39,200
(Loss) gain on disposal of property and equipment	(962)	289,319
Investment income appropriated for operations	(65,320)	(61,231)
Unrealized loss on investments	(74,097)	(31,177)
Total non-operating activities	(12,932)	363,705
Change in net assets	2,750,966	44,828
Net assets, beginning of year	3,834,763	3,789,935
Net assets, end of year	\$ 6,585,729	\$ 3,834,763

Donors

The YWCA Central Massachusetts is grateful to the many individuals, businesses, foundations, family funds and civic organizations that made cash gifts or pledge payments between October 1, 2017 and September 30, 2018. The following list recognizes those that have provided unrestricted operational and program support as well as restricted and capital gifts. The list also includes designations through workplace campaigns.

\$100,000 +

United Way of Central Massachusetts

Massachusetts Bar Foundation
Metzger Family Fund of Greater Worcester Community Foundation
PEACE Fund of Greater Worcester Community Foundation
Trinitarian Congregational Church
Corinne C. Turner Foundation
Workers' Credit Union

Lorna Stearns
TD Charitable Foundation
The Trustmark Foundation
UniBank for Savings

Webster Five Foundation
Scott and Jacqueline Wellman

\$50,000+

United Way of North Central Massachusetts
Women's Initiative, United Way of Central Massachusetts

PEACE Fund of Greater Worcester Community Foundation
Trinitarian Congregational Church
Corinne C. Turner Foundation
Workers' Credit Union

\$2,500+

Anonymous (1)
Margarete Arndt, DBA Berkshire Bank Foundation, Inc.
Community Connections Foundation
Cornerstone Bank
Ruth H. and Warren A. Ellsworth Foundation
Allen Fletcher
Hanover Insurance Group Foundation
Helen Shuster
Jaclyn Strom
The Health Foundation of Central Massachusetts
United Way of Central Massachusetts – Fuller Capital

\$1,000+

Anonymous (2)
Joyce Augustus
Roberta Brien
Gail Carberry
Community Foundation of North Central Massachusetts – Melinda L. Persons Fund
Sara Davies
Kristin DeSousa
Diocese of Worcester – St. Vincent Community HealthCare Fund
Linda Doherty
Fallon Health
Mary Feeney
First Baptist Church Worcester
Mary Fletcher
Joseph Gregus, Jr.

\$10,000+

Bank of America Charitable Foundation
Coghlin Electrical Contractors/ Network Services
Community Foundation of North Central Massachusetts
Fred Harris Daniels Foundation
Greater Worcester Community Foundation

\$5,000+

Linda Cavaoli
Digital Federal Credit Union – DCU for Kids
Fallon/OrNda Fund of Greater Worcester Community Foundation
Hoche-Scofield Foundation
C. Jean and Myles McDonough Charitable Foundation



Harvard Pilgrim Health Care
 Ingrid Cruse Helmer
 Linda Carre Looft
 Susan Lopez
 Joe and Ellen MacDonough
 Linda Maykel, D.D.S.
 Janet Wilson Moore
 Charlene Nemeth
 Nypro Foundation
 Judith Ockene
 Orion Emergency
 Services, Inc.
 Cynthia Pitcher
 George C. Rand
 David Riley



Feiner Rodman Family Fund
 Kristin Sawash
 Carol Stolicny
 Ann Tripp
 Meridith Wesby
 Susan Woodbury
 Worcester County
 Food Bank
 Wyman-Gordon Foundation

Lyons Plumbing &
 Heating, Inc.
 Susan Mantha
 Joyce Marcelonis
 Timothy McGourthy
 Joyce McNickles, Ed.D.
 Ruthann Melancon
 Nancy Moscato
 Pilgrim Congregational
 Church – United
 Church of Christ
 Milagros Rosal
 Renaud HVAC &
 Controls, Inc.
 Philip Samponaro
 Setaro Construction
 Corporation
 Seven Hills Bookkeeping, Inc.
 Stiles Lake Water District
 Todd Wetzel
 Worcester Arts Council –
 City of Worcester

Patricia Ewick
 Barbara Fargo
 Marianne Felice
 Anthony Ferguson
 Joanne Gravell and
 Christopher Ebacher
 Liisa Holm
 Allan Johannesen
 Judi Kirk
 William Meany
 Masterman's
 Melvin S. Cutler Charitable
 Foundation
 Renee Mikitarian-Bradley
 Carol Ann Millette
 Gail Morgan
 Bonnie O'Brien
 Lynda Young Sorrenti
 Maria Tembenis
 Theodore Drive Solar, LLC
 Suzanne Uncapher
 Unitarian Universalist
 Church of Worcester
 Julian Wade

Yuisa Perez-Chionchio
 Clark Mailing Services
 Laura Crowley
 Cutler Associates
 Jill Dagilis
 Herbert Daitch
 Joyce Danielson
 James DelSignore
 Jeanne Dupre-Flores
 Regina Edmonds, Ph.D.
 Linwood Erskine
 Saul Feingold
 Stephen Fischer
 Ann Flynn
 Ford's Hometown Service
 Francis W. Parker Charter
 School & Theodore R.
 Sizer Center
 Dorista Goldsberry
 Good as Gold Coffee
 Systems, Inc.
 Etel Haxhijaj
 Darlene Heywosz
 Sandra Honig
 Joseph Dick Architecture, Inc.
 Jodi Kelliher
 Mary Kennedy
 Sheila King-Goodwin
 Barbara Kohin
 Shirley Konneh
 Lauraine Laurence
 Beth Lewis
 Heidi Lucier
 Susan Lussier
 Gary MacConnell
 Meghan Maceiko
 Mark Mancevice
 Peter Mancevice
 Mary Jo Marion-Farrell

\$500+

Anonymous (3)
 Fran Anthes
 Martina Arndt
 Janice Bouchard
 Bowditch & Dewey, LLP
 Martha and Doug Breunig
 Sara Connor
 Lori Dawson
 Sharon DiFranza
 Aleta Fazzone
 Patricia Fletcher
 First Congregational Church
 of West Boylston
 Eve Gilmore
 Carolyn K. Dik Fund of
 Greater Worcester
 Community Foundation
 Elizabeth A. Culhane
 Memorial Fund of Greater
 Worcester Community
 Foundation
 Deb Hall
 Penny Johnson
 Harvard Pilgrim Health Care
 Robert Kersting
 Ann Lisi
 Valerie Loring
 Elaine Lucas

\$250+

Anonymous (3)
 Sandra Adams
 Advanced Benefit Strategies
 Susan Benedict
 Atiana Benoit
 Christienne Bik
 Nancy Buckingham
 Sally Buffum
 Lucy Candib
 Christine Cassidy
 Cogswell Sprinkler
 Micki Davis
 Mary Dean
 Louise M. Erskine
 Real Estate

\$100+

Anonymous (4)
 A.L. Puritan Corporation
 Janet Amorello
 Wendy Ardizzone
 Kenneth Bates
 Hazel Berry
 Susan Black
 Ellen Bonnerie
 Caitlin Borski
 Mark Brousseau
 Shaun Cannon
 Ginni Cardoso
 Harriette Chandler

Salem Society

Membership in the Salem Society recognizes donors who make a commitment to support the YWCA Central Massachusetts with an annual leadership gift of \$1,250 or more. Members provide the unrestricted funding necessary to advance the agency's mission by enabling the YWCA to recruit and retain talented and dedicated staff, maintain and improve the physical plant, enhance existing services, and develop new programs to meet emerging needs among women, children, and families.

Salem Society Members

Anonymous (1)
Margarete Arndt, DBA
Joyce Augustus
Gail Carberry
Linda Cavaioli and
John Medbury
Kristin DeSousa
Linda Doherty
Mary Fletcher
Ingrid Cruse Helmer
Linda Looft
Susan Mailman

Linda Maykel
Charlene Nemeth
Judith Ockene
Deborah Penta
Cynthia Pitcher
Phyllis Pollack and
W. Peter Metz
George Rand
Shelley Rodman
Lorna Stearns
Ann Tripp
Susan Woodbury

Shelby Marshall
Angel Martinez
Anita Maurier
Antonia McAdam
Ann McAdam Griffin
Theresa McBride
Samantha McDonald
Kate McEvoy
Suzanne Millette
Ellen More
Gina Moretti-MacConnell
Jessica Morris
Anne O'Brien
Lillian Ortiz
Mary Rose Paradis
Cindy Purcell
Hilda Ramirez
Kathy and Bob Rentsch
Ellen Ruell and Jay
Himmelstein
Jessica Sabourin
Kimberly Salmon
Gretchen Schultz-Ellison
Carol Seager
Anne Seliga

Linnea Sheldon
Noreen Smith
Patricia Smith
Dodi Swope
Polly Traina
Pamela Troccia
Donna Truex
UBC JA Local 336
Universal Environmental
Consultants
Judith Uthoff
Dean Valliere
Alyson Whalen
Virginia Woodbury
Donna Wright
Elaine Wright

UP TO \$99

Anonymous (9)
Janet Abrahamian
Therese Adams
Olga Pena Aguirre
Francesca Anastasi
Daniel Anderson and
Denise O'Donovan

Beth Armstrong
Diane Balinski
Laura Bayless
Judith Bellows
Amber Bock
Selina Boria
Kristine Bostek
Michelle Boudreau
Hannah Brown
Jessica Bunns
Heidi Busby
Debbie Cameron
Deb Cary
Wendy Chartrand
Carrie Ciliberto
Evelyn Cintron
Leonard Ciuffredo
Liz Clemenzi
Kathryn Clisham
Jodi Colby
Deb Colonna
Makayla Connor
Michael Connor
Holly Connors
Lindsay Connors
Constance Cyr
Michael and Marsha Cramer
Sarah Daly
Catalina Delaney
Carole Demchack
Jessica Diaz
Bradford Douty
Karen Duffy
Sharon Ettinger
Judy Freedman Fask
Juan Febles
Fillion Associates, Inc.
Kathleen Flaherty
Patricia Flanagan
Laura Flavin
Kelley Freda
Geri Fuhrmann
Martha Gach
Kathleen Gadomski
Meredith Geraghty
Lydia Goldblatt
Marilyn Goldsmith
Izaida Gonzalez
Gregory Gorski
Susan Griffin
Nancy Hagberg
Lexi Haley

Daniel Halloran
Kathy Hancock
David Harmon
Nerissa Harper-Ketter
Barbara Jo Harrold
Stacie Heal
Honee Hess
Michele Houle
Bettyanne Hudson
Samantha Ingui
Kathleen Ivanowski
Chris Kerylow
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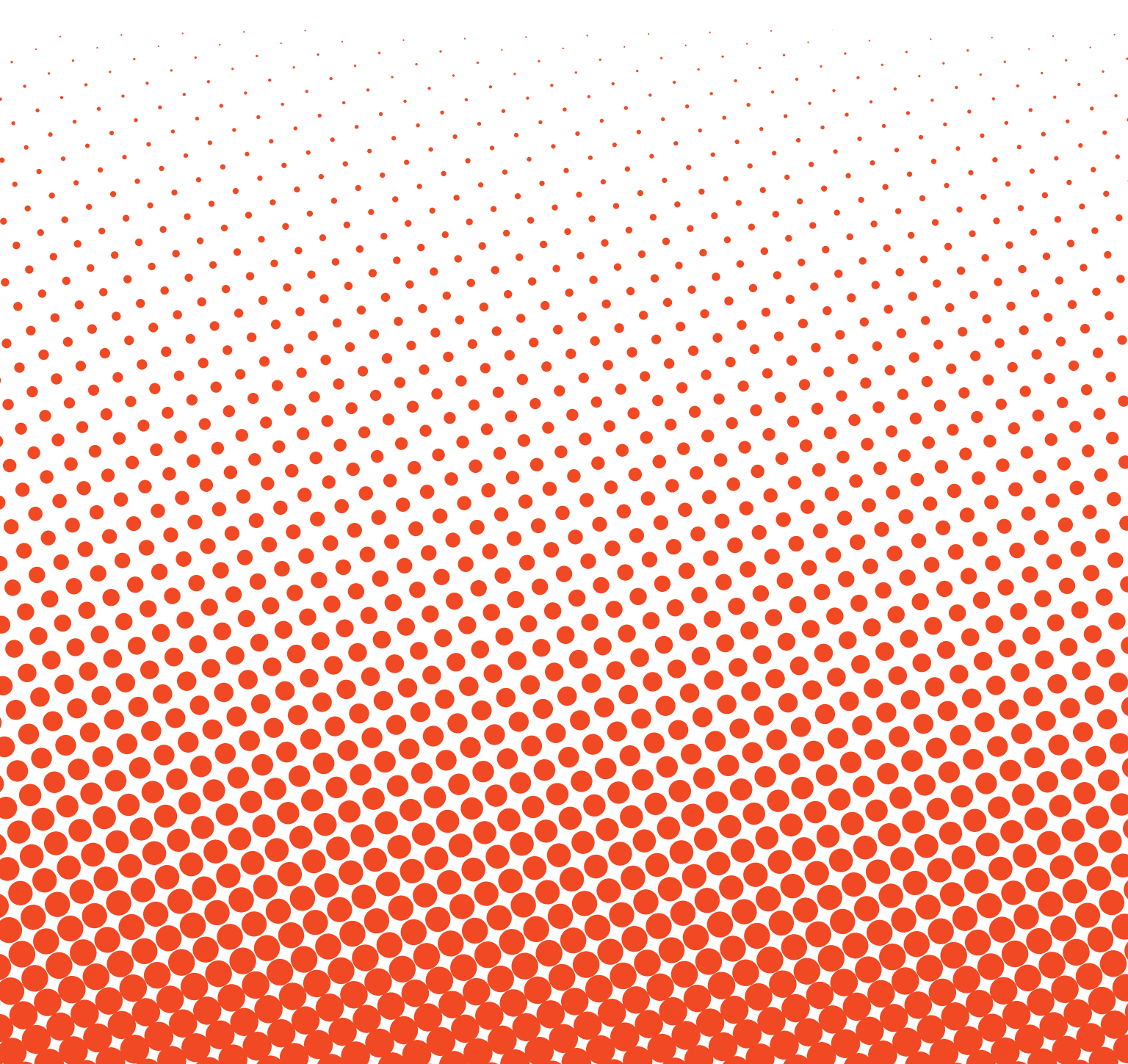
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