

# CEO Message

# In spite of the challenges, 2020 was the best year we have ever had.

Our youth come to us with unbelievable resilience after years of surviving severe trauma, neglect and abuse. Living through a pandemic, the mental health needs in the community and residential treatment facilities were greater than ever. Our youth faced an uncertain world in addition to the struggles they were already dealing with, and they were triumphant in overcoming these challenges through their resiliency.

Our staff are the true heroes. Just like our youth, Rawhide employees learned how to adapt and make sacrifices to keep serving the needs of our youth and family members. Every Rawhide employee knows that working with at-risk youth requires relentless perseverance if we want to truly make a difference. There is no doubt that our staff members' love and expertise helped save lives in 2020. I feel incredibly blessed to have witnessed their grace and flexibility through it all.

We are truly grateful for our generous donors who offered their financial support to sustain our organization through such an uncertain time. We cannot thank the community enough for rallying behind Rawhide and our at-risk youth during these challenging times.

I look forward to an exciting 2021 as we seek to serve the needs of even more at-risk youth throughout communities in Wisconsin!

ale B. Lay

Alan B. Loux

President and CEO, Rawhide Youth Services



In 2020, we touched the lives of 745 youth and family members, an increase of 46% versus last year.





Being dependent on God, we inspire and equip at-risk youth and their families to lead healthy and responsible lives through family-centered care, treatment and education.



"Carry each other's burdens. and in this way you will fulfill the law of Christ."



- Galatians 6:2

# Rawhide Resiliency & Renewal

In 2020, the world changed drastically when the COVID-19 pandemic hit our communities, but Rawhide stayed committed to offering our effective services with the same level of care and proficiency, while protecting our youth and staff from the spread of the virus. We made a plan and took significant measures to ensure everyone's safety, health and well-being.

## **Residential Services**

All staff and youth were immediately required to wear facemasks or work from home, if possible, and we closed the campus to visitors. Customers who purchased our vehicles had to set up appointments to avoid contact with youth. The young men in our residential facilities were restricted from home visits, so we quickly initiated video calls with families. Off-site community service projects were put on hold or adapted to be socially distant and safe.

All therapy sessions went virtual and Starr Academy's classes went online using Chromebooks and Zoom meetings. Our hard work paid off with more youth graduations than ever before!

# **Counseling Centers**

While we closed the physical locations, we are so grateful for the flexibility of our therapists who offered telehealth visits to youth and their families to get through this uncertain time. Although we initially stopped our equine-assisted therapy sessions, we reopened mid-last year so we could continue to provide this crucial service to at-risk youth.

#### **Fundraising**

We feel incredibly blessed with the tremendous support from our loyal donors in 2020. Our passionate partners found new ways to raise money for our organization.

We created our 100 Strong Campaign to ask 100 people to donate \$1,000 each during this time of great need.

We had a record year in eBay and vehicle auction sales. The funds raised from these items helped us keep running smoothly and efficiently for our youth.



Unprecedented times like these highlight that Rawhide's mission can endure, thanks to generous hearts like yours and a passionate, flexible and knowledgeable staff!



# Young lives. Transformed.

To hurting and at-risk youth and their families, Rawhide is a resource for life-changing skills, training, counseling and therapies that offers residential and community-based services to equip youth-and their families—with the tools to build healthy relationships and behaviors that will help them overcome life's challenges.

We believe every person, regardless of where they come from, was created to be loved and respected, and is worthy of a healthy and fulfilling life.

# Program Descriptions

#### **Residential Care**

Rawhide's Residential Care Program benefits court-ordered, at-risk boys from 11 to 17 years old. Youth homes are operated and staffed by both resident and non-resident staff who are available to the youth 24 hours a day. The homes provide a positive, structured and supportive family-like environment. Outcomes focus on mental health, self-control, respect and responsibility. Youth attend Starr Academy, our year-round, accredited, on-campus school, and participate in group and individual therapies at our counseling center in New London.

# **About Face Community Service Corps**

Our About Face Community Service Corps is a success-driven, intensive, residential program with an emphasis on behavioral changes. This 120-day program focuses on high school class improvement, vocational training and community service. Youth who are interested and ready can apply for on-campus positions where they work side-by-side with job trainers.

# **Group Home**

Our Group Home provides coaching, training and assistance to 13- to 17-year-old boys as they prepare to return back to their communities. The group home helps youth achieve their goals of life skills development and apply them through community-based social, spiritual, recreational, educational and employment opportunities. We offer a variety of therapy techniques to help them overcome trauma. Youth also attend school either on campus at Starr Academy or at a local high school. Additionally, they hold jobs in their local communities to help with their transition back to their families or independent living.

#### Youth & Family Counseling

Our counseling services offer individual, group and equine-assisted therapy for youth and their families struggling with behavioral and mental health conditions. Therapists use a blend of styles and approaches (i.e., cognitive, behavioral, emotional, social and spiritual) tailored to meet the needs of each client. In addition to New London, we have counseling centers in Appleton, Fond du Lac, Green Bay, Greater Milwaukee, Neenah and Shiocton to serve the needs in those communities as well as to continue caring for youth who reenter the community after completing their Rawhide program.

#### **Occupational Therapy**

Through our comprehensive assessment process, youth can participate in occupational therapy services to help improve their cognitive, physical, sensory and motor skills, as well as their confidence.

# **CHAPS Equine-Assisted Therapy**

For some youth, spending time with a horse can help break down barriers, allowing them to work through trauma and overcome behavioral and mental health struggles, such as anxiety, depression, trauma, ADHD, suicidal thoughts and more. Our CHAPS Equine-Assisted Therapy program creates a safe, judgment-free zone and builds trust—not just with the horse but also between youth and therapist. We offer equine-assisted therapy on our New London residential campus and at our counseling centers in Fond du Lac, Greater Milwaukee, Neenah and Shiocton locations.

## **Starr Academy**

Starr Academy, located on the New London campus, is a fully accredited school through the Wisconsin Religious and Independent Schools Accreditation (WRISA). Starr Academy utilizes online learning to deliver individualized instruction to students based on their assessments and transcripts. Students are able to progress at their own rate while receiving academic and behavioral support from licensed teachers and youth development specialists.

# **Work Experience Program**

Our Work Experience Program prepares our at-risk youth for successful employment after discharging from Rawhide. Youth who are ready can apply, interview and get hired for on-campus positions within our vehicle program, equine program, building and grounds, and food services. They receive soft skills training in addition to real-life experience working side by side with job trainers who provide instruction, encouragement and feedback that will assist youth in obtaining and maintaining employment when they return to their community.

### **Young Life**

Rawhide partners with Young Life, a Christian nonprofit organization that reaches out to nearly 1.5 million students in communities across the United States and around the world. Youth in our residential care program have the option to attend weekly meetings and activities. Young Life ministry staff model Jesus' work on earth by building bridges of authentic friendship with youth and meeting them exactly where they are at in life.

# **Alumni Services**

Alumni Services are provided to youth who have gone through Rawhide's programs. Services to alumni can include continued counseling, education support and many other types of assistance.



# At Rawhide, we have a very clear goal:

To transform the lives of the youth we serve. To help them through the darkness. To show them how to turn away from behaviors or situations that can only lead to more hurt, toward a healthy and fulfilling life.

Transformation is the outcome we always aim for, and it's the promise we make to the youth and their families who come to us for help.

# FINANCIAL STATEMENT

# **SOURCES OF SUPPORT**

(\$18.0 MILLION)





38% PROGRAM REIMBURSEMENTS

12%

OTHER

# **HOW FUNDS WERE USED**

(\$15.8 MILLION)





12%

MANAGEMENT AND ADMINISTRATION



11%

FUNDRAISIN



# **EDUCATION**

# DURING THEIR TIME AT STARR ACADEMY, 71% OF STUDENTS INCREASED THEIR GPA.



Over 82% of Starr Academy students earned high school credits.

12 students graduated from Starr Academy.



58 students enrolled in the Work Experience Program (WEP).





Youth in the WEP accumulated **over 6,350 hours of service** in the community and on the New London campus.

# VEHICLE PROGRAM

IN 2020, MORE THAN 6,700 VEHICLES **WERE DONATED TO** RAWHIDE TO RAISE **MONEY FOR OUR** AT-RISK YOUTH.

6,315 Cars and Trucks

**246** Boats and Watercraft

130 Miscellaneous\*

**75** Motorcycles

25 Campers/Pop-ups and Trailers



\*Miscellaneous includes boat motors, lawn mowers, motorhomes, carts, etc.

# SERVICES & PROGRAMS

# **RAWHIDE'S RESIDENTIAL CARE PROGRAM SERVED CLIENTS FROM** 38 WISCONSIN COUNTIES.



745 lives were impacted through residential and community counseling services.

Youth served increased 46%.



Rawhide clients were 47% female and 53% male.

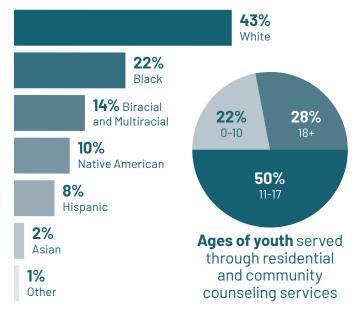
110 clients attended CHAPS Equine-Assisted Therapy sessions.



65% of discharged residential youth return to a safe, less restrictive environment.

85% of youth do not re-enter the child welfare system again 6 months after returning home.

# ETHNICITY OF YOUTH IN RESIDENTIAL **CARE PROGRAM**



# BRINGING HEALING AND HOPE TO HURTING, TROUBLED YOUTH.

**RAWHIDE.ORG** 



# Meet Kindrea

One year ago, Kindrea was throwing punches, cutting herself and crying daily as she struggled with depression. Today, thanks to therapy at Rawhide, she feels like a healthier, happier person.

Kindrea lived with depression in the form of anger and self-harm for years before it peaked at the start of 2020. Her dad was angry often and would make her feel guilty about many situations. It led her to feel unworthy of her thoughts, feelings and emotions, and she began telling suicidal jokes, creating conflicts with other students, and throwing punches at walls and lockers at school.

One day after punching a wall at school, Kindrea was in a lot of pain and went to the hospital to make sure she had not broken any fingers. When the doctors took Kindrea's blood pressure, her dad noticed the scars on her arms and told her mom about it. They had not realized just how much their daughter had been mentally struggling.

"I always wore a long-sleeved shirt for about a week after I would cut myself, so my mom hadn't noticed," Kindrea said.

The school counselor told Kindrea about their partnership with Rawhide for therapy, and she agreed to give it a try.



Because of trust issues and social anxiety, Kindrea skipped the first month of her sessions with her therapist Becca. Over time, she realized the opportunity she might be missing to better herself, so she started attending once a week.

"At first, I didn't trust Becca and I didn't want to talk to her," Kindrea said. "She would ask me a question and I would give her one-word answers. But she was patient with me and rephrased her questions to help me answer. She made it a comfortable, safe space. Now I feel like I can tell her almost anything."

Becca taught Kindrea coping skills to deal with her anger, such as breathing exercises and letting go of other people's actions.

"I have grown a lot and learned my self-worth," Kindrea said. "There are still parts of the old me, but last year's me and this year's me are very different people."

Kindrea said she wouldn't be the person she is now without the help from therapy at Rawhide.

"Rawhide has been great for me," Kindrea said.



"If it wasn't for Rawhide, I would probably be in jail somewhere. I used to think about that a lot."

- Eric

# Meet Eric

Eric gained an extended family during his time at Rawhide. After years of growing up experiencing daily fights between his parents that built up into anger, Eric began to fight with students and teachers at school.

When the courts recognized Eric's potential, he was referred to Rawhide and enrolled in the About Face program, which offers a strict structure and discipline that Eric had not received at home. Rawhide also provided Eric therapy sessions, where he learned how to manage his anger, specifically to help him handle his mom and dad's pending divorce.

"I started to notice when I got frustrated, I didn't act out like I used to," he said.

Back home, his high school teachers were not able to give him the one-on-one attention he needed, but the tutoring he received from our academic instructors helped him catch up on missing credits. When he turned 18 and aged out of the program, he was privately placed with one of the Rawhide staff, who fostered him for about 6 months so he could graduate from Starr Academy.

"It was the best thing I ever did," Eric said, even though the moment was bittersweet for him. "I was sad to leave the friends and family I had made at Rawhide, but I was so happy I got to graduate."

While school work was a struggle, working in the Pennau Prep Center was where he excelled the most. He spent hours working with our mechanics in the car shop, who taught him how to repair vehicles, which are skills he uses today for fixing his friends' and family's vehicles.

Eric currently works for Zimmerman's Excavating where he works as a hauler, operating heavy machinery.

"Before Rawhide, I could not have imagined improving my life in these ways," said Eric. "I didn't know where my anger would lead me and it was a helpless feeling. I knew I didn't want to hurt anyone but I got into fights with people because I didn't know where to go with my anger. But when God closes a door, he always opens a window, and God opened the window to Rawhide."

Eric frequently visits Rawhide staff still working on the campus and proudly wears the Rawhide belt buckle a staff member gave him as a gift before he left.

"It was a wonderful experience," he said.

# Meet Corey

Corey did not always have a positive outlook on life. Growing up, he struggled with anger and school, and felt like giving up. When he came to Rawhide in October 2020, he was prepared to run and felt afraid of the change.

"After I was here, I ended up really enjoying my freedom to grow and loved my experience," Corey said.

Just five months into Rawhide's Residential Care Program, Corey became a more mature, driven young man. Thanks to Rawhide therapists, residential staff and academic instructors, Corey learned to reframe his thinking and try a more positive pattern that incorporated hope and hard work.

"Staff told me that instead of thinking, 'I can't do something,' I should think, 'I can't do it yet, but I will learn,'" said Corey. "I also learned to never give up, because I can do anything I put my mind to."

All of his hard work paid off and he was selected to be Rawhide's January Student of the Month. Corey received a certificate and gift card to use after completing the Rawhide program to buy clothes for school or job interviews.

To stay active, Corey enjoyed the community service projects on and off campus, including setting up Christmas decoration displays for the Oshkosh Celebration of Lights, splitting and delivering firewood to community members in need, and cleaning the campus grounds and inside Café 15.

"This is one of the best places I have ever been to," Corey said. "I am so grateful to Rawhide for teaching me important lessons and giving me experiences I needed before I returned home."

Corey did a step-down program and was sent to a group home in Milwaukee for two more months before

reuniting with his family. Two weeks into his stay at the group home, he got a part-time job at Walmart and returned as a full-time student at his former high school. He also signed up to join the Job Corps for extra work experience before applying to college where he plans to follow in his mom and sister's footsteps in the medical field.

"I felt good once I left Rawhide because I had dreams and goals I have always wanted to accomplish, and now I believe in myself," Corey said.

Rawhide is pleased to have given Corey the love, guidance and opportunity to grow into the person he was meant to be, and is excited to see what his future holds.





"I am so grateful to Rawhide for teaching me important lessons and giving me experiences I needed for my future."

- Corey



"I know I am getting better because now I have more happy days

- Katie

# Meet Katie

For 15 years, Katie never had a positive relationship with her dad. Broken promises and infrequent visits gave Katie stomachaches, and she began isolating, losing her appetite and self-mutilating. She also struggled with anger and socializing.

One day, a speaker came to talk to students at her school about eating disorders. Katie's friends noticed she hadn't been eating and was losing a lot of weight and went to the school psychologist to get Katie help. Katie opened up about how stressed she felt and the school psychologist called her mom, Jenny, to recommend therapy at Rawhide's Fond du Lac Counseling Center. Jenny was also concerned for her daughter's well-being and immediately agreed to set up an appointment. Katie began weekly counseling and equine-assisted therapy sessions with Gabrielle (aka Gabby) shortly after.

"Gabby has been wonderful," said Jenny. "She is available 24/7 if we ever need anything. We can text her and she responds pretty quickly."

During her first equine session, a large horse named Dolly chased away all the other horses to show our equine specialist, Shayna, that Dolly wanted to work with Katie. Shayna said she never witnessed Dolly act that way before, which meant there must be a strong connection.

"At first I was intimidated by large horses and was hoping to connect with one of the smaller equines, but Gabrielle pointed out that Dolly had personally picked me, so we started working together," said Katie.

During her sessions, Dolly would put her head on Katie's shoulder and let Katie pet her head. This let Katie know Dolly trusted her. On days when Katie did not feel as open or was struggling to explain herself, Dolly called her out.

"One session, Gabby asked me a question but I didn't fully answer her. Dolly walked away, pointing her backend toward us," Katie explained. "Gabby said Dolly was trying to teach me to communicate better."

Katie now goes to therapy twice a month after seeing growth in her anger, stubbornness and poor communication. Without Gabby's help, Katie said she knows she would still be struggling to open up and talk to people.

"Before Rawhide, I had tried two other counselors but I stopped going because I didn't connect with them like I do with Gabby," Katie said. "She and Shayna are both younger so it was easier for me to relate with them, and they do not make me feel judged for who I am."

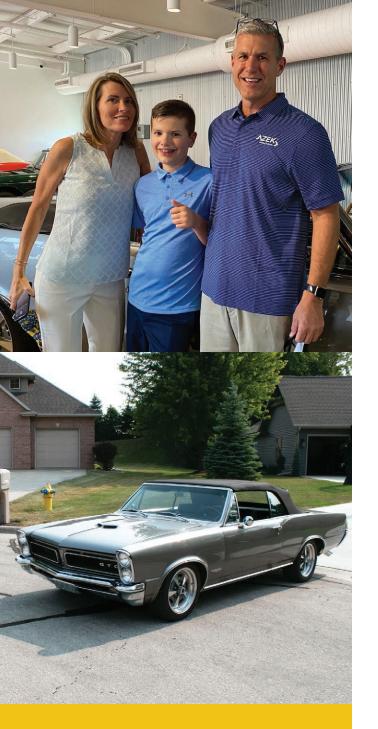
<sup>\*</sup>The youth's photo was changed to protect their privacy.



# Thank you donors for your generosity!

We are grateful to Rawhide's donors, partners and friends who are making a difference in the lives of at-risk youth and their families.

Because of you, young men and women are finding hope and building positive futures.



"Our family has been so blessed and we are big believers in paying the good forward, and would like for this to be an example of that."

- Paul Kardish

# The Kardish Family

It was Paul Kardish's lifelong dream to own a car from the era in which he grew up. Eventually, he and his family became the lucky owners of a beautiful 1965 Stone Soup Pontiac GTO.

Most spring, summer and fall Sundays, they would drive around Wisconsin with the top down on family road trips. Paul, his wife Lisa, and son Hudson enjoyed their time in the car so much that they were inspired to share their positive experiences and give back to the community by donating it to Rawhide.

"Our family has been so blessed and we are big believers in paying the good forward, and would like for this to be an example of that," Paul said.

Their generously donated vehicle raised \$72,000 for Rawhide at the Mecum auction in 2021.

The funds raised from the auction will go toward Rawhide's residential and community-based services and programs that help transform the lives of at-risk youth throughout Wisconsin.



This one-of-a-kind, custom built GTO has a beautiful and powerful dyno-tested 609 horsepower engine. The phrase "Stone Soup" in the name of the Pontiac comes from the European folktale about how sharing benefits everyone who contributes to the community, which perfectly aligns with our organization and its supporters.

A previous owner won the car in 2005 at the Woodward Dream Cruise fundraising event, which has raised more than \$350,000 for the Children's Leukemia Foundation of Michigan over the years. The morning crew at the 94.7 WCSX Classic Rock radio station out of Detroit hosted the event after restoring and converting the 1965 Pontiac LeMans into the now Pontiac GTO. Once it was ready for auction, Alice Cooper drove it at the Motor City Muscle music festival to show it off.

The vehicle was also a popular item in many Midwestern car shows. It was published in the August 2016 issue of Street Rodder Magazine, which was found in the trunk of the car when Paul purchased it, along with the timeline of the car's build. All of this car's history made it a wonderful fundraising opportunity for Rawhide and our at-risk youth!

"I truly believe in the Rawhide mission of making a difference in children's lives by providing the skills and support that they need," Paul said.

# Bernatello's Foods

# Bernatello's Foods and Rawhide Youth Services share a lot in common when it comes to supporting the community.

Bernatello's is a manufacturer of quality, frozen food products, such as Brew Pub Lotzza Motzza and Bellatoria pizzas, but at its core, the company dedicates a large portion of its company dollars and time to give back to the community and serve others.

"We are a very small piece in making an impact on our communities, but we are dedicated to doing everything we can to support Rawhide in helping at-risk youth," said Chad Schultz, Bernatello's chief operating officer. "It pulls at our heartstrings to see how passionate Rawhide staff members are and the unique opportunities for struggling youth, and we walk away wanting to do more."

Success at Rawhide would not be possible without partners like the passionate team at Bernatello's. When COVID-19 changed the world, Bernatello's stepped up immediately to offer help. The company's marketing team came up with creative, socially distant ways to engage with the community and bring awareness to Rawhide's mission.

"Partnership with Rawhide is part of the reason why we love coming to work every day," said Adrianna Frelich, Bernatello's marketing manager.

Events like Bernatello's Drive-Thru Difference Days, in partnership with the Heart of the Valley Chamber of Commerce, encouraged local businesses to donate money to Rawhide to enjoy freshly made Brew Pub Lotzza Motzza pizzas through multiple events in the summer. Bernatello's is a Rawhide ambassador with its many promotions with retailers like Festival Foods and Piggly Wiggly to educate the community about Rawhide while raising money for youth all at the same time.

"It feels good to support an organization that helps our youth, but it feels even better when you know the results are working," said Luke Van Handel, Bernatello's event and sponsorship manager. "Giving kids a chance who never felt they belonged or were never told they are loved until coming to Rawhide speaks volumes to what this organization is doing."

During Rawhide's Superhero Staff Appreciation Day, Bernatello's offered employees free pizza to show their appreciation for the staff who help youth heal and grow into successful adults every day. The Bernatello's team plans to continue growing this partnership by connecting Rawhide with even more retailers in the coming years and finding new, creative ways to share the Rawhide story and build more awareness.

"We are just getting warmed up," said Schultz.





"We love being able to use our platform at Bernatello's to serve youth in need."

- Adrianna Frelich



"And do not forget to do good and to share with others, for with such sacrifices God is pleased."

- Hebrews 13:16

# #15 League

Rawhide's #15 League creates a lasting legacy through planned giving.

Becoming a member of the #15 League is a great way for our loyal supporters to leave a lasting legacy for Rawhide. The #15 League was created to recognize and thank those special people who have remembered Rawhide with a planned gift.

The list below includes all the individuals who have joined the league by adding Rawhide as a beneficiary to their will or living trust, life insurance policy, retirement account, charitable trust, donor advised fund or charitable gift annuity.

We are grateful to all those who have selflessly become members. Their legacy of support will help ensure that Rawhide can continue to carry out its mission to transform the lives of at-risk youth for generations to come.



Thank you to all our donors for their generous hearts!

#### **#15 LEAGUE MEMBERS**

- Anonymous (6)
- Lawrence C. Andersen, III
- Bryan & Rebecca Blankfield
- Wayne & Mary Boss
- Constance Danforth
- Bob and Pat Endries
- Cara Lynn K. Foster
- Esther R. Gehrt
- Peter and Dolly Gerhardt
- Don & Audrey Geyer
- Carol M. Gross
- Dr. & Mrs. Richard Hilsabeck
- Ray J. & Mary M. Hosmer
- Catherine Jacobs

- Kay Johannes
- Janet King
- Dorothy J. Kohlhagen
- William Kohnen
- Donald D. Kubichek
- Alan and Lori Loux
- Dianne Marek
- Thelma C. Meyer
- Richard B. Meyers
- Catherine Pink
- John & Patricia Pospisil
- Thomas Regan
- Gary & LuAnn Williams

### 2020 ESTATE GIFTS RECEIVED

- Violet Haelterman
- Ann Courtenay
- Eleanor Gratton
- Dolores Koch

For more information about becoming a member of the #15 League, please contact Macushla Berglund at (920) 531-2593 or mberglund@rawhide.org.

# The Blankfields

# Serving others is one of the highest honors of Bryan and Rebecca Blankfield's lives.

After moving to the Fox Cities in 2002, they learned about Rawhide Youth Services. Imagining their four sons struggling through life like many of Rawhide's at-risk youth, they followed their hearts and began financially supporting our organization. But they wanted to do more!

In 2018, after years of financially supporting Rawhide, Bryan became chairman of our Board of Directors, where he shares his business expertise from his years working as the Executive Vice President, General Counsel and Corporate Secretary at Oshkosh Corporation.

The Blankfields visit Rawhide's campus in New London whenever they get a chance, enjoying lunch with the youth who often share their personal journeys with them.

"We were shocked to learn the tragic stories of where these boys come from," said Bryan. "And knowing the treatment and mentoring with loving staff and offering the teachings of Jesus as an option is what helped transform their lives, is very special to us."

One young man's testimonial about the abusive environment he'd come from and how he came to Rawhide for a second chance at life still touches Bryan and Rebecca deeply today.

"I thought, 'Wow, I am so happy Rawhide was there for this boy, who is now a man with his own family," Bryan said, tearing up at the memory. "We know that when one life is changed, all the lives around them are affected."

Understanding the importance of this ripple effect helped them make the most important decision yet regarding their support for Rawhide. In March 2020, they became members of the #15 League through their will and living trust.

"To know there is a level of support we can give that is greater than our annual donation felt right for us, and we are pleased to have included Rawhide in our estate plan," said Bryan.

Rebecca agreed, "It was a great way for us to blend our continued support for Rawhide after we're gone and encourage others to join us."

The process was very easy and quick. It didn't take much time and they felt good about following in the footsteps of Bart Starr's legacy with their own.

"Now is the time to support something that is bigger than ourselves," said the Blankfields.



"Long term, we want Rawhide to be financially sound and viable so they don't have to worry about this piece of the mission and can focus on the youth. Becoming a #15 League member will have a profound effect on many troubled youth throughout Wisconsin at a time when Rawhide may really need it."

- The Blankfields

# DONORS

# \$25,000 AND ABOVE

Victor & Christine Anthony Family Foundation

Bryan & Rebecca Blankfield

Robert W. & Susan T. Brown Family Foundation

Daniel J. Calmes Revocable Trust

Theda & Tamblin Clark Smith Family Foundation

CliftonLarsonAllen

Robert & Patricia Endries

Food Depository Fund

**Green Bay Packers** 

Estate of Violet Haelterman

Zenon C.R. Hansen Foundation

International Association of Clear Thinkers (I'ACT)

J.J. Keller Foundation

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Kaztex Foundation

Robert & Lynne Keller Charitable Fund

Frank G. & Betty J. Koller Trust\*

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Miron Construction Co.

Nicholas Family Foundation\*

Rance & Angie Sanders

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Bart & Cherry Starr Foundation

# \$10,000 - \$24,999

Lawrence Andersen, III

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Daniel & Sue Began

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Susan T. Brown

Burmester Charitable Trust

Estate of Ann Courtenay

Community Foundation of the

Fox Valley

Alyce Dahlin

Favre 4 Hope

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George & Dorothy Gabrielse Fund\*

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Kevin Stalker

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Mark Swiecichowski

Steven Taylor

David V. Uihlein Foundation

Wade Van Tassel

Dave & Jane Voss

Randy Wallander

Steven Walsh

Sy & Bernice Ward Designated Fund

Neal & Deborah Wunderlich

Peter Wynveen

# \$5,000 - \$9,999

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Aileen S. Andrew Foundation

Anon Charitable Trust

Bob & Sally Atwell

David & Sue Baker

Edwin & Sandra Bush

Richard J. Carney & Donna R. Carney

Charitable Trust

Christian Bible Fellowship

Frank & Maureen Colwell

Dawes Rigging & Crane Rental, Inc.

De Pere Christian Outreach Corp

Edgerton Gear, Inc.

Edward L. Fitzgerald Foundation Trust

The Milo Fritzsche Trust

Lawrence & Katherine Gentine

Goodwill NCW

Hamilton Roddis Foundation

Nelson G. & Vera C. Hicks

Charitable Foundation

Dr. Wayne Hietpas

Curtis & Nancy Ignacio

# RESILENCE

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Jane Bradley Pettit Foundation

William P. & Dorian S. Jordan

Foundation

James & Mary Kabacinski

Charitable Fund

Susan Kath

J.W. Kieckhefer Foundation

Kimberly-Clark Corporation

King's Foundation, Inc.

Steve & Faye Klessig Fund

Kolosso Toyota

Denis Kreft

Madison Packer Backers

Menasha Corporation Foundation

Jon & Patricia Myers

Neuville Motors

Oshkosh Corporation Foundation

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Dale & Annette Schuh

Sentry Insurance Foundation

Francie Luke Silverman Foundation

Craia Smith

Alan & Sue Tetzlaff

Waupaca Area Community Foundation

Forrest & Mildred Werling Family Fund

Wisconsin Department of Justice

\$1,000 - \$4,999

Advantage Heating & Cooling

Alliant Energy Foundation

Bruce & Diane Albrecht

Robert & Peggy Altman

APEX Electrical Design

Architects in Common

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Bank Five Nine, 5555 N. Port Washington Road Suite 207, Glendale, WI 53217

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Park Business Center I, 926 Willard Drive, Suite 228, Green Bay, WI 54304

#### Neenah

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