

**There are
no limits
to caring**



Annual Report 2000

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www.volunteersofamerica.org

There are no limits to caring.



A Legacy Continues

Volunteers of America begins this new century energized by a new strategic plan, motivated by a vision of expanding services to reach even more people in need, and confident in our ability to help rebuild lives and communities.

The demand for our services has never been greater. Despite unprecedented economic prosperity in recent years, many people have been left behind. Working families in many parts of the country can't find affordable housing and instead join the ranks of the homeless. More of the

nation's elderly are living their supposedly golden years lonely and worried about what each day will bring. Millions of children are being deprived of the safety of home, caring parents, and educational opportunities that would give them the hope of a bright future.

In 1896, Volunteers of America was founded on a vision and a promise to "go wherever we are needed and do whatever comes to hand." For more than 100 years that spiritual and social legacy still inspires our work. Our founders'

vision is now re-energized in our national message, "There Are No Limits To Caring."

**The demand for our services
has never been greater.
Despite unprecedented
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Those words are reinforced by the key goals of our new strategic plan, which challenges us to grow in size and increase our impact. Continued growth in size and scale will position us to meet the growing demand for our services. Size and scale are only important if the results of the work are effective. Increased impact means more people served, more volunteers and supporters engaged in our work, and demonstrable quality of our services.

After the first year of the strategic plan, we're pleased to report great progress. Many elderly people and people with disabilities will enjoy a safe, affordable home in new housing we're building in 12 communities. We've made the needs of people with mental retardation and developmental disabilities a national priority and are expanding our programs to serve them. Thousands of children around the country experienced the joy of reading a new book through our growing partnership with Scholastic Books, which allowed us to distribute more than 100,000 books to disadvantaged children last year.

The need for services is great, and the challenges many, but Volunteers of America is positioning itself in a variety of ways to respond quickly and effectively. Our national fund-raising initiatives are engaging more supporters and helping generate the resources necessary to grow our services.

We're working harder to ensure that more people hear and understand our message about people in need and ways that they can help. We're stepping forward to lead advocacy efforts for those whose voice is often ignored or goes unheard. We recognize that we can't succeed alone.

Through our partnerships we are working with churches, nonprofit organizations, foundations, and corporations, and through our voluntary mergers we are welcoming other community agencies into Volunteers of America.

This report is about what can happen when there are no limits to caring. These are the stories of people, who with a little help, overcome tough odds to rebuild their lives; stories of people giving of their time and money to help others; and stories about what

energy, vision, confidence and an enduring legacy of service can do to help rebuild lives and communities.

Continued growth in size and scale will position us to meet the growing demand for our services. Size and scale are only important if the results of the work are effective. Increased impact will mean more people served, more volunteers and supporters engaged in our work



Handwritten signature of Charles W. Gould in black ink.

Charles W. Gould
National President

Handwritten signature of Walter C. Patterson in black ink.

Walter C. Patterson
National Chair

People Helping People

Amidst the continuing prosperity and happiness most of us enjoy, there are people facing despair, loneliness, hopelessness, poverty, or perhaps just a little bad luck. Volunteers of America's mission is to find those people, marshal resources, and help them help themselves back on their feet. Reaching out to homeless individuals and families, the frail elderly, children and youth, people with disabilities and many others, our professional staff and volunteers provide a variety of programs to meet this nation's most pressing social needs.

The Vet Van



Melvin Stewart was in trouble. Depressed and homeless, he seemingly had nowhere to turn for help. He didn't plan to be in this situation. After a stint in the U.S. Army, he had completed training for driving trucks, but couldn't find a job. With no work, he ended up homeless for three months.



Then he was hospitalized for depression.

"But when I was ready to leave the hospital, I still had no place to go," said Stewart.

The hospital called Betty Robinson, RN, MSW, a Veterans Administration case manager for homeless

veterans, who knew an organization that could help him: Volunteers of America.

At the Volunteers of America emergency shelter in Gainesville,

Fla., Stewart was able to get the help he needed. A recovering alcoholic with six years of sobriety, Stewart attends Alcoholics Anonymous meetings daily, sometimes twice a day. "They are a source of strength," he said. "The meetings and the Bible help get me through."

Stewart now works full time at the Veterans Administration hospital through a compensation work therapy program. He's doing such a good job that the position might become permanent, and he's saving money for the security deposit for his own apartment.

Sometimes placing no limits on caring means finding a way to help people even if they don't know you're there. In Florida, they came up with the idea of the Vet Van.

"In Melvin's case, Betty contacted us and was able to bring him to our program in Gainesville," said Linda Butler, R.N. case manager with Volunteers of America. "In many cases, with our outreach to military veterans, we take the programs and services to them with the vet van."

The Vet Van travels with a staff of three to urban and rural areas throughout Florida. In its first six months it served more than 1,700 veterans. It's equipped with a shower and health screening facilities including a dental suite. There's room for staff to provide counseling, and telephone and computer lines so staff can make immediate inquiries to the Veterans Administration to see whether the veteran is eligible for military pensions or other services. As with Stewart, Volunteers of America also can help the

veteran with emergency shelter, clothing, employment, counseling, and other services.

"I've been working on the streets for years and they (veterans) can tell we aren't a threat to them," said Kevin O'Donnell, the Veterans Administration's homeless veterans outreach coordinator in Florida. O'Donnell has been with the van since it started. "Many don't trust government, but they see that Volunteers of America is coming out to them, and that often has special meaning to them.

"The partnership between the VA and Volunteers of America is a success," said O'Donnell. "I've worked with other organizations, but I'm a big fan of Volunteers of America. The people are dedicated, experienced, hard-working, and compassionate and make a real effort to start military veterans on the road to recovery."

"The success of the outreach program for the veterans is inspiring," said Kathy Spearman, president and CEO of Volunteers of America in Florida. "It encourages us to seek new ways to reach more people in need, and reaffirms that there are no limits to the way we can care for others."

Volunteering for kids



Partners in Education in Tulsa, Okla., is another way Volunteers of America is reaching out to meet community needs. The program joins Tulsa Public Schools, the Tulsa Metro Chamber,

community organizations and individuals to support and enrich student learning and success. The school district needed assistance in staffing, managing and

expanding the program. Volunteers of America saw an opportunity to help the community make a real difference in the lives of children.

“We see this as an opportunity to increase community support in the schools, increase students’ commitment to volunteer efforts, build local recognition for Volunteers of America, and improve the process of volunteering in schools,” said Kara Gae Wilson-Neal, CEO of Volunteers of America in Oklahoma. “We saw a way to keep this program going and give it much needed technical and professional support so it can grow.”

Currently Partners in Education works with nearly 15,000 volunteers and 200 companies at more than 80 school sites. Businesses, organizations, churches and individual volunteers partner with schools and work with the school system and the teachers to provide needed help. Support varies from volunteering in the classrooms or mentoring to providing in-kind services and supplies. Volunteers of America strives to match a school’s needs with resources available from a business, community or individual, and then ensures that the program runs smoothly.

“Managing this program gives Volunteers of America the opportunity to increase its impact on the Tulsa community,” said Courtney King, program director.



Aging But Not Alone



Elder Homestead faces a community park in Minnetonka, Minn., near Minneapolis. It resembles a larger version of the old homes you used to see with big porches extending the whole front of the building, screen doors on the entryways, and big windows with silky curtains hanging in them.

Elder Homestead is a state-of-the-art assisted-living facility. For many of its residents, it looks like the home where they grew up. When they sit in a rocking chair on the porch on a warm summer evening watching kids playing in the park or listening to the birds, it’s a welcome reminder of happy memories.

When Elder Homestead was originally built in 1986, assisted living was a new concept for elderly housing. Now assisted living is a key part of a continuum of care for the elderly designed to help them live independently as long as



possible. Assisted living allows seniors to use only the services they need to live a life of dignity and safety.

Elder Homestead recently underwent a renovation and expansion to better meet the needs of the residents and the community. “The expansion was based on a study that indicated a need for more residential housing with services. We knew from our own experience that there also was a need for memory care,” said Deborah Perry, vice president of mission and administration for Volunteers of America National Services.

“People would move into Elder Homestead and after a while their needs would change and they couldn’t stay with us because we didn’t have a secure place for them. The residents knew and trusted our staff, their friends were here, and surroundings were familiar. We wanted to keep them in our care and with the new facilities we can.”

In 2000, remodeling was completed, transforming Elder Homestead into a 50-unit facility, 12 units designed specifically for residents with memory loss. There’s more common space such as communal living room for socializing and welcoming guests,

beauty shop, country store, chapel, and office space for meetings with residents’ families and staff.

“During the year we had six people transfer into the memory care unit,” said Jan Stenzel, residence director. “Before the renovations, they would’ve gone through the traumatic event of transferring to a nursing home, away from familiar surroundings.

“One woman who moved into the memory unit is doing wonderfully well,” said Stenzel. “When her family was visiting and saw how well she was doing, they told her nurse, ‘We have our mother back.’”

Stenzel delights in the renovations. Because of the improvements, five couples were able to move into Elder Homestead, which rarely happened before because there wasn’t the space for couples. “We celebrated a 50th wedding anniversary, and even the 100th birthday of one of the residents, in the new fireside room,” said Stenzel.

Responding to changing individual and community needs are ways Volunteers of America grows to meet the needs of society, improve programs, and build community.

From our very beginnings in 1896, Volunteers of America has provided a refuge for children. Today the care of children is our largest single program. With 104 years of experience, we’re often called on to lend that expertise to others.

Kids Korner in Louisville, Ky, came to be part of Volunteers of America for just that reason. Sponsored by Jewish Hospital HealthCare Service and Norton Healthcare, Kids Korner was established for hospital employees in the early 1980s. Hospital

Focus on Children



administrators asked Volunteers of America of Kentucky and Tennessee to manage the facility in 1990 when a new building was completed to accommodate more children. Current enrollment is 168 children. Open from 6:00 a.m. to midnight, the facility offers quality child care for working parents.

But Kids Korner doesn't just meet that need. Volunteers of America works to get families back on their feet and Kids Korner plays a vital role in that effort. Children of homeless families staying in emergency shelters and transitional housing find care at Kids Korner.

"While the parents are working their way back to self-sufficiency, the children are taken care of in Kids Korner," said Joe Stevenson, president and CEO of Volunteers of America of Kentucky and Tennessee. "It is part of the comprehensive way we fight homelessness and its causes." Volunteers of America's programs and services make a big contribution to help stabilize families as they work their way toward taking control of their lives.



Our child care programs are as diverse as the communities we serve. In Rochester, N.Y., Volunteers of America Children's Center provides early childhood education, Head Start, pre-kindergarten, school-age and after-school programs.

When Sonia Ortiz was looking for quality child care for her six children, four to 14, she chose Volunteers of America.

"I can say from day one, my kids really loved the center," Ortiz recalled. "They are deeply attached to the staff."

When her husband died leaving her alone with the

children, Ortiz felt even more certain she had made the right choice in child care. Her youngest son, 4-years-old, has had a difficult time adjusting to his father's death.

"When my son needs a hug or comfort, the staff is always there for him," she said. "They help all of us get through."

The Gift of Time

Volunteers of America engages and partners with government, churches, community organizations, individuals, and businesses in a variety of ways to serve people in need. It's only through the active support of the local communities where we work that our programs and services are successful.



Volunteers of America in Rochester, N.Y., is fortunate to have the support of a local car dealership, John Holtz Acura. The relationship started with the staff volunteering on company time and has grown. The dealership became the lead sponsor for the Limousine Scavenger Hunt, a fund-raising event that over the past six years has raised more than \$90,000 for Volunteers of America. In addition, Jon Cull, general manager of the car dealership, became a member of the local Volunteers of America board of directors.

"The staff wanted to adopt a charity," said John Holtz, the owner. "We interviewed several local charities to see what their needs were, but also to see if it matched with what we could offer. After all the presentations, the staff voted for Volunteers of America.

"We liked what we heard during the presentation and the variety of programs. What also was appealing was the different programs offered the flexibility to fit our staff's schedules," said Holtz.

Pat Drake, director of development and fund raising for Volunteers of America in Rochester, concurred. "It was a good fit. John Holtz wanted the employees to be involved with the community and gave them the chance to volunteer on company time. The variety of programs and services and the times to help really fit in with what the business and its employees wanted to do."

The dealership's employees are paid for the time they are away during work hours volunteering at



Volunteers of America programs. The time averages about one hour a week per employee.

"We want to have a positive work environment, to feel like we are doing something. We are part of the community and we are giving back to the community through Volunteers of America. There is a great sense of satisfaction in that," said Cull.

"They give the gift of time which is invaluable," said Drake. "At Christmas time, they adopt two to three families, and gather food, clothing and toys for them. They do clothing drives for professional clothing we can provide to our clients to wear to interviews and jobs. They check with what we need and then figure out how those needs fit into their schedules, and then do it."

"Everyone at John Holtz Acura works hard for us," said Drake. "John and his employees lead by example."

"It's a good relationship," said Holtz. "They make you want to do more."

Active Donors Sustain Success

Active support of Volunteers of America comes from individuals, families and businesses. People give what they can, whether it is time, talent or financial support.



Volunteers of America Colorado is fortunate to have a couple that gives all three.

Known around Denver as “the man who never sleeps,” Ed Greene is a television meteorologist at KUSA-TV Channel 9 in Denver.

On a typical weekday, Greene is at the studio by 4:00 a.m. After a midday break, Greene’s back to work around 2:00 p.m. for the early evening news broadcast and leaves around 6:00 p.m. But often his day is not over. On a regular basis, Greene emcees charity fund raisers, averaging 60-70 a year.

The role requires that he stay until the very end. By then, it’s 10:30 or 11:00 p.m.

“Some days Ed gets by on five or six hours sleep,” said his wife, Barbara. “I don’t know how he does it.”

Barbara Greene, a self-employed graphic designer, keeps a demanding schedule herself. Greene gives a large portion of her time and talent pro bono to Denver nonprofits, especially Volunteers of America.

For example, she designs all of the print materials for Volunteers of America in Colorado. Seven years ago, Greene created the logo for Western Fantasy, the annual gala that raises more than \$2 million annually to support Volunteers of America’s human service programs in Colorado. Barbara Greene also produces the Western Fantasy printed program.

For their dedication, the Greenes received the Colorado Volunteers of America’s Humanitarian Award in 1999.

“To receive the award was a true delight, especially because it was from Volunteers of America,” said Ed Greene. “We have been committed to Volunteers of America for a long time simply because we love and believe in all the work they do for the community, and it’s sort of our way to give back to the community through Volunteers of America.”

Besides their gifts of time, the Greenes have become regular donors to Volunteers of America.

With their busy schedules, having a set time to give is “a must,” said Barbara Greene. What I love about Volunteers of America is their commitment to this community. So we try to keep our commitment to Volunteers of America.”

Dianna Kunz, president/CEO of Volunteers of America in Colorado, said the Greenes’ giving arrives “like clockwork,” earning membership in Volunteers of America’s Centennial Circle, a donor society.

“I’m always amazed how Ed and Barbara do so much, and still make time to give,” said Kunz. “They’re role models, really. They demonstrate that no one should be too busy to care.”

Through the support of the Greenes and people like them, Volunteers of America will achieve its goal of helping more people in communities across the country.

Programs and Services

Volunteers of America is one of the nation's most comprehensive human services charities. In fiscal year 2000, the organization had total revenues of more than \$532 million and served more than 1 million people through the following service categories:

Children and Youth Services

Services to children and adolescents cover a broad spectrum of needs including day care and after-school programs, foster care and case management for abused and neglected children, adoption, group homes, summer camp, Head Start, and Upward Bound programs.

Community Enhancement

Volunteers of America strengthens community life through volunteer training and placement, and a wide range of special events and services including holiday meals and gift giving programs.

Correctional Services

Volunteers of America helps rehabilitate offenders and protect society through halfway house and reentry programs, community sanction and work release programs, and dispute resolution and mediation services.

Developmental Disability Services

Services for people with developmental disabilities promote independence through job training and placement, life skills training, supported and assisted living, case management and protective services.

Elderly Services

Services to the elderly comprise a major share of Volunteers of America's work. Programs include assisted living, Meals-on-Wheels and congregate meals programs, adult day care and companion services, personal care and home repair services, and protection against abuse and neglect. Volunteers of America also engages the experience and energy of the elderly in community service through Foster Grandparents, the Retired and Senior Volunteer Program (RSVP), and other services.

Emergency Services

These services include food, clothing, and assistance with rent, utilities, or transportation for individuals and families in crisis.

Employment and Training Services

Representative programs include literacy and life skills training for adults, and employment counseling and placement.

Health Care Services

Major program areas include nursing home care, rehabilitative therapy, home health care, outpatient clinical services, health education and screening.

Homeless Services

Volunteers of America provides emergency outreach and shelter to homeless individuals and families, and addresses the root causes of homelessness through job training, transitional and permanent housing.

Housing Services

Volunteers of America is one of the nation's largest nonprofit provider of affordable housing to families, the elderly, and people with disabilities.

Mental Health

Community-based services for people with chronic or severe mental illnesses include crisis counseling and "hot line" programs, case and treatment management, and supported independent living.

Substance Abuse

Programs include both residential and outpatient treatment for alcohol and drug addictions, and education programs to help prevent substance abuse.

People Served by Program Category

CATEGORY	PERSONS SERVED	
	NUMBER	PERCENT
Children and Youth	58,630	4.71%
Community Enhancement	351,921	28.30%
Correctional Services	58,677	4.72%
Developmental Disabilities	3,425	.28%
Elderly Services	132,495	10.65%
Emergency Services	348,896	28.05%
Employment and Training Services	16,430	1.32%
Health Care Services	7,878	.63%
Homeless Services	75,692	6.09%
Housing	19,312	1.55%
Mental Health	87,734	7.05%
Substance Abuse	82,660	6.65%
TOTALS:	1,243,750	100%

CONSOLIDATED EXPENSES BY SERVICE



- Health Care Services 16.71%
- Housing 15.46%
- Developmental Disability 12.79%
- Homeless Services 11.43%
- Children and Youth 8.23%
- Correctional Services 7.87%
- Management-local 7.78%
- Community Enhancement 4.39%
- Substance Abuse 3.57%
- Elderly Services 2.96%
- Mental Health 2.91%
- Fund Raising 2.32%
- Management-national 1.51%
- Emergency Services 1.05%
- Employment & Training Services 1.02%

CONSOLIDATED REVENUE BY SOURCE



- State & Local Government 34.69%
- Federal Government 32.74%
- Program Service Fees 16.12%
- Public Support 10.39%
- Investment Income 2.02%
- Rental Income 1.73%
- United Way 0.94%
- Services 0.82%
- Other 0.56%

Balance Sheet

Assets	June 30, 2000	June 30, 1999
CURRENT ASSETS		
Cash And Equivalents	\$32,832,701	\$41,706,041
Accounts Receivable, Net	58,050,863	48,698,794
Pledges Receivable, Net	1,347,373	1,039,060
Short-Term Investments	17,286,053	18,552,391
Prepaid Expenses	4,788,911	3,908,018
Other Current Assets	7,175,148	5,811,649
TOTAL CURRENT ASSETS	121,481,049	119,715,953
FIXED ASSETS		
Land And Buildings	678,295,944	625,985,161
Furnishings And Equipment	66,101,142	58,022,811
Accumulated Depreciation	(196,862,491)	(173,615,879)
TOTAL FIXED ASSETS	547,534,595	510,392,093
OTHER ASSETS		
Encumbered Assets, At Fair Value	74,882,357	80,050,794
Other Investments, At Fair Value	64,884,479	55,934,450
Notes Receivable, Net	4,241,494	3,408,760
Reimbursable Housing Development Costs	2,748,314	2,104,437
Other	4,893,904	6,115,153
TOTAL OTHER ASSETS	151,650,548	147,613,594
TOTAL ASSETS	\$820,666,192	\$777,721,640
Liabilities And Net Assets		
CURRENT LIABILITIES		
Accounts Payable	\$19,382,785	\$15,733,251
Notes Payable & Current Portion Of L-T Debt	18,833,670	15,849,041
Accrued Expenses	27,002,535	23,379,767
Other Current Liabilities	23,862,143	24,042,826
TOTAL CURRENT LIABILITIES	89,081,133	79,004,885
OTHER LIABILITIES		
Notes And Loan Payable, Non-Current	43,566,322	21,689,602
Mortgages Payable, Non-Current	353,831,521	363,167,698
Other Long-Term Liabilities	14,068,818	13,831,587
TOTAL OTHER LIABILITIES	411,466,661	398,688,887
TOTAL LIABILITIES	500,547,794	477,693,772
NET ASSETS:		
Unrestricted	305,526,833	283,372,838
Temporarily Restricted	10,681,187	13,238,470
Permanently Restricted	3,910,378	3,416,560
TOTAL NET ASSETS	320,118,398	300,027,868
TOTAL LIABILITIES AND NET ASSETS	\$820,666,192	\$777,721,640

Statement Of Activities

For The Years Ended June 30, 2000 And 1999

REVENUES	Unrestricted	Temporarily Restricted	Permanently Restricted	Total 2000	Total 1999
Public Support Received Directly					
Contributions	\$43,674,019	\$6,851,457	\$116,979	\$50,642,455	\$41,741,979
Special Events, Net of Direct Costs	3,642,600	401,154	-	4,043,754	3,185,905
Contributed services at Fair Value	167,408	424,354	-	591,762	3,145,681
Public Support Received Indirectly					
United Way	3,207,467	1,855,158	-	5,062,625	4,189,995
Total Public Support	50,691,494	9,532,123	116,979	60,340,596	52,263,560
Government Funding	357,442,683	1,693,363	-	359,136,046	336,685,706
Other Revenue					
Program Fees	85,851,707	-	-	85,851,707	67,155,789
Net Rental Income	9,214,823	-	-	9,214,823	9,400,486
Sales of Materials and Services	4,346,151	-	-	4,346,151	3,778,517
Interest and Dividend Income	6,551,186	49,306	7,340	6,607,832	9,261,605
Gains on Investments	3,620,433	3,223	369,499	3,993,155	4,558,969
Gains (Losses) on Sales and - Write-Offs of Assets	389,603	(225,500)	-	164,103	461,353
Other Income	2,627,311	370,261	-	2,997,572	7,382,279
Total Other Revenue	112,601,214	197,290	376,839	113,175,343	101,998,998
<i>Net Assets Released from Restrictions</i>	13,980,059	(13,980,059)	-	-	-
Total Revenue	534,715,450	(2,557,283)	493,818	532,651,985	490,948,264
EXPENSES					
Program Services					
Children and Youth	42,186,076			42,186,076	52,742,085
Community Enhancement	22,509,810			22,509,810	11,562,578
Corrections	40,324,065			40,324,065	36,485,315
Developmental Disabilities	65,551,061			65,551,061	46,616,499
Elderly Services	15,159,575			15,159,575	18,316,550
Emergency Services	5,386,611			5,386,611	4,140,996
Employment and Training	5,230,202			5,230,202	10,460,627
Health Care Services	85,668,889			85,668,889	71,026,137
Homeless Services	58,593,919			58,593,919	44,599,462
Housing	79,231,321			79,231,321	73,186,549
Mental Health	14,933,878			14,933,878	17,959,210
Substance Abuse	18,277,307			18,277,307	15,186,764
Total Program Services	453,052,714			453,052,714	402,282,772
Support Services					
Management and General	47,616,927			47,616,927	45,949,986
Fund Raising	11,891,814			11,891,814	9,743,331
Total Supporting Services	59,508,741			59,508,741	55,693,317
Total Expenses	512,561,455	-	-	512,561,455	457,976,089
<i>Change in Net Assets</i>	22,153,995	(2,557,283)	493,818	20,090,530	32,972,175
Net Assets at Beginning of Year	283,372,838	13,238,470	3,416,560	300,027,868	267,055,693
Net Assets at End of Year	305,526,833	10,681,187	3,910,378	320,118,398	300,027,868

The information presented here is a compilation of audited financial data from Volunteers of America, Volunteers of America National Services, and locally chartered and unchartered corporations. All Volunteers of America units are required to have audits by independent certified public accountants. More detailed financial information is available upon request to Volunteers of America national office.

Giving Tribute

Volunteers of America's highest award, the Ballington and Maud Booth Award for leadership in the field of human services...

Donna E. Shalala, secretary of the U.S. Department of Health and Human Services, was honored by Volunteers of America on May 4, 2000, for her leadership and commitment to helping people in need.

Shalala received Volunteers of America's highest award, the Ballington and Maud Booth Award for leadership in the field of human services, at the organization's national Tribute event in Washington, D.C. The event honors those who have demonstrated leadership and the spirit of giving.

Charles W. Gould, president and CEO of Volunteers of America, praised Shalala for a "lifetime of personal and professional commitment as a public servant, Peace Corps volunteer, teacher, and scholar, which epitomizes the spirit of humanitarian commitment and social activism."



Also honored at the event was Jay Martin of Memphis, Tenn., president of NSA, Inc., and Charles Monroe, director of homeless services for Volunteers of America Greater New York, who received the Volunteers of America national Good Samaritan Award.

The Tribute dinner is Volunteers of America's signature donor recognition event, capping the annual major gifts community campaign. Last year, the campaign raised a record \$8.2 million to support Volunteers of America programs.

Volunteers of America is a nonprofit organization that relies on the generosity of the public to carry out our mission to help those most in need. Our sincere thanks to all the individuals and corporations who help make Volunteers of America programs and services possible.

MAJOR GIFTS

COMMUNITY CAMPAIGN COMMITTEE

National Chair
Volunteers of America
Walter C. Patterson

National President
Volunteers of America
Charles W. Gould

National Campaign Chair
Volunteers of America
Michael Martin

MAJOR GIFTS

COMMUNITY CAMPAIGN CHAIRS

MAJOR GIFTS COMMUNITY CAMPAIGN CHAIR
Michael Martin

ALASKA

Jerry Sjolander

COLORADO

Sharon Magness
Jean Galloway

KENTUCKY AND TENNESSEE

Donald J. Kelly
John Kleban

NORTH LOUISIANA

Elizabeth Joyce
Ivan Smith
Sydney Nelson

CENTRAL OHIO

William A. Dodson Jr.

WESTERN WASHINGTON

Tara Stormo

DONORS

VOLUNTEERS OF AMERICA LIFETIME LEADERSHIP CIRCLE

\$1,000,000+ CUMULATIVE
Ahmanson Foundation
Mary Rossick Kern & Jerome Kern
Gary Magness
Kim Magness
Sharon Magness
Jay Martin & NSA
TeleCommunications Inc.
Weingart Foundation

DONATIONS OF GOODS AND SERVICES

SCHOLASTIC, INC.

VISIONARY CIRCLE

Defender (\$100,000+)

The Frost Foundation
James Graham Brown Foundation
Johnson and Johnson Corporation
Lund Foundation
Philip Morris Companies, Inc.
The Robert Wood Johnson Foundation
Weinberg Foundation

Benefactor (\$50,000 to \$99,999)

The Anschutz Foundation
Archstone Foundation
Kim and Ginger Caldwell
Community Foundation of Shreveport
Dan Murphy Foundation
The Denver Post Charities Fund
Forest Lawn Foundation
George & Dolores Dore Eccles Foundation
The Gordon Foundation
Philip & Andrea Gray
Helen K. and Arthur E. Johnson Foundation
Liberty Media Corporation
Meadows Foundation
The Open Society
Mrs. Ruth Parker
Philip Morris Companies, Inc.
Share Our Strength (SOS)
Sherman & Howard LLC
USWest

Champion (\$25,000 to \$49,999)

A.V. Hunter Trust
ABC Radio-Chicago
Arlington Health Foundation
The Boeing Company
Boeing Employee Community Fund
Brown & Williamson Tobacco Corp.
CARITAS Health Services
Casson Building Corporation
Comstock Foundation
Consolidated Edison Company
The Denver Foundation
The Diller Foundation
Disabled American Veterans of Florida
Elizabeth E. Keeney Estate
Eva L. & Joseph Bruening Foundation
Garland Foundation
Hogg Foundation
J. Edgar Monroe Foundation
Joe W. & Dorothy Dorsett Brown Foundation
Jones International, Inc.

Mary Rossick Kern & Jerome H. Kern
KOSI-KEZW The Hawk Charities
KPMG Peat Marwick
McGovern Foundation
McKnight Foundation
Meadow Homes
North Everett Lions Club
Paragon Ranch
The Powers Foundation
Prisms Unlimited
Providence Health System
Helen Steiner Rice
Sharon Magness
Shreveport Open Charities
Snohomish-Island Co. Realtors Association
United Way
United Way Grant
United Way Services
Vierra Family Foundation
Volunteers of America Guild

Leader (\$10,000 to \$24,999)

ACX Technologies
American Express Centurion Bank
American National Can
Ameron International
Ameron Pole Products and Systems
Amvets
Animal Health Foundation
Anonymous
Arbor Pointe Apartments
Arthur Andersen & Co.
Bagir Co. Ltd.
The Bank of New York
The Bard Family Foundation
Arnold Beckman
Bell South
Brooks Brothers
Brown-Forman Corporation
Brownstein, Hyatt & Farber, LLC
Thomas J. Butler
Cable Positive
California Community Foundation
Carole and Robert Daly Charitable Trust
Casas for Children
The Chase Manhattan Bank
The Church in Aurora
CIBER, Inc.
Comcast Corporation
CommScope, Inc.
Coors Brewing Company
CRC Construction
Denver Broncos Charities Fund
Deubener Juenemann Foundation
Discovery Communications, Inc.
Donaldson, Lufkin & Jenrette, Inc.
Electra
Ellagwen S. Green
Employees Community Fund of Bering, CA
Encore Media Corporation

European American Bank
Everett Fire Fighters
F.M. Kirby Foundation, Inc.
Fidelity Foundation
Fidelity Investments
First Presbyterian Church
First United Methodist Church
Freddie Mac Foundation
GE Financial Assurance
General Instrument Corporation
The George W. Codrington Charitable Foundation
Goldman Sachs
Grayson Foundation
The Great West Life Assurance Company
Greater New York Hospital Association
Robert Hahn
Hearst Corporation
The Herbert A. Templeton Foundation
Herbert Camp
Hibernia National Bank
Hoffman Corporation
Holme Roberts & Owen LLC
Honorable Order of Kentucky Colonels
Hoover Family Foundation
Mr. & Mrs. Leif A. Hougen, Sr.
Howarth Trust Fund
J.B. and Emily Van Nuys Charities
Junior League of Baton Rouge
Kodak
LDS Foundation
Lehman Brothers, Inc.
Levi Strauss Foundation
LH Systems, LLC
M & T Bank
Maddox & Associates
Marriner S. Eccles Foundation
Jay Martin
Mary Beard Trust
McCollum Trust
Elsa P. McCulloh-McTavish and Jack McTavish
Baker McKenzie
McKinley Trust
Medina Foundation
Merrill Lynch
Michael Barber Architecture
Minnesota Women's Foundation
Melinda Mount
Newmont Gold Company
Nike USA
Norton Foundation
Oregon Community Foundation
The Oregon Lottery
PacifiCare Health System
PacificCare of Colorado, Inc.
People Mover
Petters Companies
Pfizer Corporation
Phyllis M. Coors
Portland Women's Union Foundation

PricewaterhouseCoopers
Productive Data Federal Solutions
Providence General Foundation
Publisher's Printing Company
Rapides Foundation
Jean Rebentisch
Reebok International, Ltd.
Rose Tucker Charitable Trust
Rotary Clubs International
The Rutt Bridges Family Foundation
The Samuel Rosenthal Foundation
Southern California Edison
St. James Episcopal Church
St. Joseph's Cathedral
Struever Bros. Eccles & Rouse, Inc.
Tarnco Steel
Telecom Partners
Thomas Buckley Trust
Time Warner Inc.
The Times
Times Mirror
Toys R' Us Children's Fund
Tricon Global Restaurants
Tupperware Corporation
United Refining
U.S. Bank
Viacom, International, Inc.
Vietnam Veterans of America
Walton Family Foundation
Carl & Lisa Williams
Winfield Security Corporation
Zink Trust Services

1896 FOUNDERS' CIRCLE

Guardian (\$5,000 to \$9,999)

AARP
ABC, Inc.
Aetna Foundation
Allen & Company Inc.
Susan Allen
American Construction Co.
American Dairy Association & Dairy Council, Inc.
American Express Minnesota Philanthropic Program
American General Financial Group
American Legion of Florida
Anchorage Masonic Lodge #17
Anchorage School District
Ann Peppers Foundation
Anonymous
ARCO Foundation
Avery International
B.C. Zeigler and Company
Richard Baker
Bandy, Carroll, Hellige Advertising
Bank of America
Mr. & Mrs. Thomas Barr, III
Sandra Atlas Bass
Lee Phillip Bell

Candice Bergen
 Bicknell Fund
 Black Entertainment Television
 Boeing Company
 Boeing Employees Good Neighbor Fund
 Broadmoor Baptist Church
 Burlington Industries, Inc.
 Caddo Parish Commission
 Caldwell Charitable Trust
 Anthony Cantafio
 Henry & Eleanor Carlson
 Central Carolina Community Foundation
 Charlson Foundation
 Chase Bank
 Chernoff Diamond & Co.
 City National Bank
 Columbia Gas of Ohio
 Commerce Bank
 The Community Foundation for the National Capital Region
 Gail Robins Constantine
 Kenneth & Sherry Corday
 Cralle Foundation
 The Crean Foundation
 Edgar L. Boone Foundation
 Edison Capital
 Kenneth Edmonds, aka Babyface
 El Dorado Bank
 Encore Media Corporation
 The Episcopal Diocese of Salt Lake City
 First Interstate Bank Foundation
 Foote, Cone & Belding Employees
 Fox Group
 Fur Grove Community
 GE Matching Gift Fund
 Philip L. Graham Fund
 Mary Jo & Hank Greenberg
 Larry L. Greenwald
 Kenneth Greiner
 Joseph Gromek
 Serena Harding-Jones
 James A. Haslam, II
 Hermes
 The Heron Foundation
 Helen Hittinger
 Horn Foundation
 Humana Foundation
 Imperial Printing
 International Paper Co. Foundation
 Irwin Foundation
 J. Paul Getty Trust
 Jackson Foundation
 Jayvee Foundation Charitable Trust
 John Holtz Acura
 Mr. and Mrs. Gordon Johnson
 Charles & Rae Kearns
 Key Bank
 Kilpatrick Life Insurance Co.
 Korn Ferry International
 Lanier Worldwide, Inc.
 The Loa Production, Inc.

Madonna/Ray of Light Foundation
 Magaschoni, Inc.
 Mr. & Mrs. Alan A. Marten
 Jim & Esther Martin
 MBNA New England
 McKinsey & Company, Inc.
 Messerli & Kramer
 Mildren V. Horn Foundation
 Moran Printing
 Victoria Mournean
 MS& L - New York
 The Murphy Family Foundation
 Paul Newman
 Orange County Register
 Mel Otis/City Terrace Apartments
 Our Savior's Lutheran Church
 Everett & Andrea Paup
 Mrs. S. Albert Phillips
 Pietrafesa
 Richard Pietrafesa
 Polk Foundation
 Polo/Ralph Lauren
 Charles & Mary Gray Ralph
 Edwin and Lou Ann Reeves
 Rochester's Child
 Donna & Harold Roloff
 Rotary Foundation of Indianapolis
 Rotary International
 Ruth Allen Ziegler Foundation
 The Theodore H. Barth Foundation, Inc.
 Tulsa Rotary
 Stillman F. Sawyer
 Thomas Sciarretta
 The Shehee Family
 Simmons Family Foundation
 Ellyne Skove
 Dr. & Mrs. Ed Ray Smith
 Snohomish County Labor Council
 Snohomish County Vikings Football Team
 Sony Pictures Entertainment
 Star-News Season for Sharing
 State Street Foundation
 Take Control, LLC
 Jay Tallon
 TCF Foundation
 Town & Country
 Trust Company of the West
 U.S. Bank
 U.S. West Communications
 United Hunger Relief Bingo
 Veterans of Foreign Wars
 Volunteers of America Women's Auxiliary
 Rev. Gilbert Wade
 Mr. & Mrs. Craig T. Walters
 Wesley Walton
 Washington Forrest Foundation
 WCA Foundation
 Gerry & Terri Weiler
 Wholesale Cash & Carry
 R. Daniel Woerner
 WTTs Radio-FM 92.3
 Zomba Recording Corporation

Patron
(\$2,500 to \$4,999)
 Kathryn M. Adair
 Albert Pick, Jr. Fund
 Aluminum Products Company
 AMEN
 American Management Systems
 Anchorage Hillside Rotary
 Anchorage York Rite Masons
 Anonymous
 John Argue, Jr.
 August Family Foundation
 Avon Products
 Ballin International
 Bank One, Kentucky NA
 Baptist Health System Foundation
 Henri Barguirdjian
 Mary L. Beck
 Malcolm Blevins
 Ruth Brodsky
 Garthe and Grace Brown
 Business First
 Campbell Productions
 Mr. & Mrs. Joseph J. Cannizzaro
 Mrs. Christine A. Carey
 Carsey-Werner Co.
 Castle Foundation
 Caudill Seed Co.
 Walter Chapman
 Michael Clinton
 Colornet, Inc.
 Columbia Classic Chevy Club
 John & Donna Crean
 Joan Cress
 Mr. Thomas J. Cutillo and Ms. Priscilla A. Myrick
 Dart National Bank
 John Dean
 Deluxe Corporation Foundation
 Dick Broadcasting
 Rick & Anne Diehl
 Direct Selling Associates
 Jean H. Durfee
 Earl Talcott Fund
 East Bay Community Foundation
 East Ridge Country Club
 Sam Edgerton
 A.G. Edwards
 The Enterprise Foundation
 Epsilon
 Ernst & Young, LLP
 The Everett Clinic Foundation
 Everett Rotary Youth Foundation
 Exult
 Walter F. FASTER
 Leah Felt
 Fifth Third Bank
 First America Title Insurance
 First Baptist Church
 First Christian Church
 Gene Forrest
 Succession of Henry W. Fowler, Jr.
 Frank Crystal & Co. Inc.
 John Franke
 Renee Fraser, Ph.D.

Joseph Freeman
 Friends of Volunteers of America
 FTL Enterprises
 Gagnier & Hicks
 Geodetic Associates, Inc.
 Charles W. Gould
 Grand PRIX Committee of 300
 Greenwood Christian Church
 Mr. & Mrs. Robert Hamm
 Hampson Foundation
 The Herbert G. & Dorothy Zullig Foundation
 Dustin & Lisa Hoffman
 Home Depot
 Jean-Marie Horovitz
 Thomas R. Hudson
 Humana Corporation
 Huntington Beach Dodge
 Industrial Bank of Japan
 Ivan Smith Furniture
 J. Howard Kenworthy Trust
 Peter Jacobsen
 John W. Carson Foundation
 Mr. & Mrs. Chris Johnson
 Johnston Fix Foundation
 Howard & Dorthy Jones
 John Josephson
 Mr. & Mrs. William Joyce
 JP Morgan
 Kal Kan Kmart
 Katherine Kenyon Lippitt Foundation
 Otho Kerr
 KPMG Peat Marwick LLP
 Leon & Nancy Kranz
 Mary Lou Kravik
 Peter Lamm
 LBIW
 L G & E Energy Corp.
 Lutheran Brotherhood
 Mrs. Evelyn Lynn
 Hilliard Lyons
 Mary P. Gill Foundation
 Tom Maurer
 Marie E. McFarland
 Mr. & Mrs. David McGuinness
 Mr. & Mrs. John Meldrum, Jr.
 Corie Merrell
 Metropolitan Sewer District
 Mr. & Mrs. Tom R. Montei
 Moore Foundation
 C. Morong
 MTV Network
 Myrtle Atkinson Foundation
 Nancy Wood Holmes Fund
 National Association of Manufacturers
 A New Hope
 David T. Niemann
 North East Insurance
 North Spokane Exchange Club
 Northeast Healthcare Quality Foundation
 Northrup Grumman Corporation
 Northwest Gears, Inc
 Norton Healthcare

Paul G. Novak, Jr.
Occidental Petroleum
Mr. & Mrs. Dub Oliver
Earl Olson
Linda O'Neill
Mr. & Mrs. Harvey E. O'Neill
PECO Manufacturing
PEMCO
Cindy Phillips
Pincus Brothers-Maxwell
PNC Bank
Poindexter Foundation Inc
Porter's of Louisiana, Inc.
Mr. & Mrs. Kelly E. Powell
Prince of Peace Lutheran Church
Providence Health System
Puget Consumer Co-op
Purolator Products Employees
Quantrell Cadillac
Radio Sound, Inc.
Rasmuson Foundation
Maury B. Reiter
Rhino Entertainment Company
Richard J. Princinsky & Associates,
Inc.
Marilyn Rider
Robert C. & Adele R. Schiff
Foundation
Mr. & Mrs. E. A. Ross
The Rotary Club of Angeles,
Phillippines
The Rotary Club of Strongsville,
Ohio
Ryan Foundation
Schiff-Kreidler-Schell
Silver Anchor Auxillary
Sleeping Lady Mt. Lions Club
Sony Music Entertainment
Spring Valley Education
Foundation
St. Mark's Cathedral
St. Patrick's Day Celebration, Inc.
Lawrence & Barbara Stewart
Ben Stiller
SunAmerica, Inc.
Thornton Oil Corporation
Camilla & Thomas Tilford
The Trust Company of New Jersey
Mark & Sarah Tuohy
UPS
Utah National Guard
V.V. Cooke Foundation
Mr. & Mrs. James VanDomelen
Viola Vincent
Dr. Frances Wapner
Warner Music Group
WBIR-TV
S.K. Wellman Foundation
William & Katherine Bryce
Memorial
Woods, Oviatt, Gilman, Clarke

Pacesetter
(\$1,000 to \$2,499)

A.T. Publishing and Printing, Inc.
Aaroe Associates Trust

Steve Abbott & Elizabeth McAlee
A.C.C.A.
Accent Marketing Services, Inc.
Wayne & Mary Adgate
Advisor Charitable Gift Fund
Peter Aguayo
Alan & Arlene Alda
Alderwood Rotary Club
Alexander Printing
Alpha Orient
Alyeska Pipeline Service Company
Amdahl Corporation
American Broadcasting Company
American Film and Video
American Investment Bank
American Seafood Company
A.M.S. Temporaries, Inc.
AMS Mechanical
AmSouth
Mr. & Mrs. David L. Anders
James C. Anders
Arthur Anderson LLP
Roy A. Anderson
William Anderson
William & Ilene Anderson
Brenda Andrist
Annandale United Methodist
Church
Annenberg Foundation
Mr. & Mrs. Joe W. Annison, Jr.
Anonymous
Jacob Arback
Arciero Brothers, Inc.
Arlington Community Foundation
Beatrice Arthur
Ater Wynne, LLP
Roxanne Austin
Autry Foundation
The Autzen Foundation
Carolyn Ballard
Baltimore Development
Corporation
Bama Pie, Inc.
Bank of America
Bank One
Frances Pace Barnes
Stephanie Barrera
Baton Rouge Council on Child
Abuse
Warren L. Batts
Mrs. Ralph Baucum, Jr.
Marta G. Bay
Jeff & Nancy Becker
BellSouth Telecommunications
Charlotte Lunsford Berry
Mary Birkeland
Books for Fun, Ltd
Mr. & Mrs. Roy L. Bouque
Bowles Mattress Company
BP Exploration (Alaska) Inc.
BR and R Foundation
Bradley-Blewster and Associates
Stephen Bram
Branchburg Middle School
Brasher's Cascade Auto Auction
George Braunnegg

Beatrice Brill
Alex Brodrick
Gretchen Brooks
Judge Nancy Brown
W. Lane Brown
John D. Bryan
Jane & Richard Burks
Budd Burnie
Burns Memorial Trust Foundation
Butler Trust
BY Foundation
Caldwell Tanks, Inc.
California Association of County
Lobbyists
Vern Cameron
Campaign for Human Development
CanDo-Houston
Capricorn Foundation
Carrier Vibrating Equipment Co.
Ann Hagan Carroll
Chris Carter
Casino Queen
Casner and Edwards, LLP
Cathedral of St. John The
Evangelist
CH2M Hill
Bea Challstrom
Elise Chauvin
Frank Chin
Warren G. Christianson
Christus Schumpert Health
Systems
Churchill Downs, Inc.
CIGNA
Cindy Landon Living Trust
CIRI, Inc.
City of Louisville
Dick & Kari Clark
Richard W. Clark
Coca-Cola Bottling Co.,
Philadelphia
Coca-Cola Bottling Company
Bill Coffey
John O. Coleman
Rex A. Collins
Commonwealth Bank & Trust
Company
Commonwealth Wine & Spirits
Sandra Coney
James & Marianne Connelly
Judy Conroy
Consumers Choice Coffee
Dexter Cooley
Francis Corbett
Cornyn Foundation
Cosmair, Inc.
Council of Knights of Columbus
County Federal Credit Union
Mr. & Mrs. Dennis Coyle
Cox Interactive Media
Emmanuel Crabbe
Mr. & Mrs. Edward Crawford, III
Creative Alliance
John & Karen Crotty
Nilsa Cruz-Perez
Mr. & Mrs. John Cutler

Shahab Dadjou
Elaine M. & Eugene H. Dahlgren
Loretta Darling
Wallace Davis
F. George Davitt
DCP-Lohja Inc. Employees
Roberto De Guardiola
Beth De Woody
Jack Delaporte
Deloitte and Touche
Merril Delon
Helen Dennis
Deposit Guaranty National Bank
James DePreist
Elizabeth O. Deroche
Diocese of Shreveport
Disabled American Veterans-
Chapter 11
Disabled American Veterans-
Chapter 103
Disabled American Veterans-
Chapter 104
Eugene & Beverly Dobson
Donaldson, Lufkin & Jenrette
Suzanne Donalson
Sheri Donghia
Donovan Charitable Fund of the
Capital Region Community
Foundation
Douglas Foundation
Catharina Droftleff
DuBois, Sheehan, Hamilton &
Levin
Mr. & Mrs. Frankie Duckett
Terrence Duvernay
Eddie Bauer, Inc.
Eleanor & William Morris Lead
Unitrust
Elmwood Management & I
The Elizabeth & Arthur Roswell
Foundation, Inc.
Employment Group Holdings
Corp.
John Emrick
Entergy
Erich and Della Koenig
Foundation
Dean Ervin
Mr. & Mrs. Jack B. Esgar
Eskuche Foundation
Everett Port Gardner Rotary
Eylander Electric, Inc.
Msgr. Charles J. Fahey
Mr. & Mrs. William V. Faris
Jim Feil
Lee J. & Lescha L. Felgar
Ferguson, Wellman, Rudd
Ron Field
Firemasters
First Presbyterian Church
First Tennessee Bank
First Union National Bank
First Union Securities
First United Methodist Church
Mr. & Mrs. Fred Fischer

5th H - 4H Club of Somerset
 County
 Fleet Bank
 Flexible Materials, Inc.
 Mr. & Mrs. A. Glen Flournoy, Jr.
 Forbes Foundation
 Forum Financial Investment Fund
 Sheriff Charles C. Foti, Jr.
 Foundation Northwest
 Fox and Roach Charities
 Franklin Reinforcing Steel Co.
 Frontier Printing Services
 Fuller Mossbarger Scott & May
 Paul Furlinger
 Mr. & Mrs. Cass Gaiennie
 Jean Galloway
 Mr. & Mrs. Philip B. Garmon
 Ethel Gasche
 General Marine Leasing
 George H. Rendell Associates, Inc.
 Virginia Gill
 Mrs. Bernice Glover
 Bill Glueck
 Golden Gate Fields Foundation
 Goldring Family Foundation
 Donna Goldthorpe
 Goody's Family Clothing
 Gretchen Gottfreid
 Ona Graebener
 Alton & Jan Granger
 William Granger
 Wilbur Gratz
 Greater Baltimore Committee
 Greater Cincinnati Foundation
 Greater Columbia Assoc. of
 Realtors
 Greater Louisville, Inc.
 Greenebaum Doll & McDonald,
 PLLC
 Gresham Smith and Partners
 GRW Engineers
 GTE Service Corporation
 Dr. Joseph D. Guillory
 Gus Paulos Chevrolet & Geo Inc.
 H.E. Rudy Consulting Engineers
 Peter & Linda Haller
 Mark Hampton
 Carl Hanson Foundation
 Mr. & Mrs. Allain F. Hardin
 Harmsen & Assoc.
 Liz Harper
 Verna Harrah
 The Harry and Jeanette Weinberg
 Foundation
 Mr. & Mrs. Steven Harter
 Hartman-Spring Co.
 Reno Hayes
 Heard, McElry & Vestal LLP
 Anne Hearst
 David Heilner
 Mark & Linda Hendricksen
 Henson's Carpet One, Inc.
 Donald Herak
 Heritage House
 Frances Hesselbein
 Gerald Higgins
 Highland Ridge After Care Group
 Hillerich and Bradsby
 Hillsbrough-Montgomery
 Welcomers Club, Inc.
 William Barren Hilton
 Jerry Hinton
 Phyllis H. Hire
 William B. Hoffman
 John Holm
 Holy Name Catholic Church
 The Home Depot
 Home Federal Bank
 Margaret Hopkins
 Lois Horton
 George Hosfield
 Hoskins Family Foundation
 Joan L. Hoskins
 Mr. & Mrs. Percy V. Hubbard
 Hughes Space and
 Communications
 Hunterdon Central Regional High
 School
 Intermec
 James S. Irsay
 Gilliane Isabelle
 Iwave.com
 Jacob Koch Foundation
 Jacobs Engineering Foundation
 Gordon Jacobson
 JC Penney
 Jefferson County Fiscal Court
 William Jennings
 Jerome and Kenneth Lipper
 Foundation
 Linda Jessell
 Jewish Hospital HealthCare
 Services
 J.M. Patton Associates, Inc.
 David E. Johnson
 Mr. & Mrs. Scott A. Johnson
 Dr. & Mrs. Hunt B. Jones
 Joyce Mertz-Gilmore Foundation
 Judy Construction Co.
 Rebecca Julian
 K. Hovnanian Companies
 Northeast
 Katzenberg Family Trust
 Charles Kelly
 Van Kelsey Sr.
 Kemp Family Foundation
 Kathleen Kennedy
 Kentucky Social Welfare
 Foundation
 Key Trust Company
 Anne Paul King & Brewster King
 Barbara King
 David & Judy King
 Kathleen Rae King & Roger E.
 Dollarhide
 King Extrusions Limited
 King Taco Restaurants
 Kingsport Development
 Corporation
 Mr. & Mrs. Glenn Kinsey
 Mr. & Mrs. Norman Kinsey
 John Klages
 John and Carrie Kleban
 Timothy and Linda Kluding
 David Knierim
 Knight Ridder
 Knoxville Chamber Partnership
 Arie Kopelman
 Ross Kramer
 William & Barbara Krieg
 Steven Lamb
 Dr. James Lang
 Dorothy Larson
 Latham and Watkins
 Marta Lawrence
 Lear Family Foundation
 Mr. & Mrs. James M. LeBlanc
 LeChase Building System
 Harry Lee
 Lenz Enterprises, Ltd.
 Fredi Levin
 Cindy Lewin & Arthur Fox
 LHI Lighting
 The Limited
 Mr. and Mrs. Reynold Lindell
 Rosalie M. Linhoff
 Lucille Little
 R. L. Littlefield
 Mr. & Mrs. W. S. Lockard
 Daniel Lombardo
 Miss Mary Butler Longest
 Lord West/Perry Ellis Formal Wear
 Louisiana UnWired, LLC
 Jack Lunt
 Luther Memorial Lutheran Church
 Edward Lyman, Jr.
 The MacLean Foundation
 Macy's
 Mr. & Mrs. Gregory Madden
 James Maddox
 Magnolia Foundation
 The Mahan Foundation
 Maine Police Athletic League
 Maine Women's Fund
 Dean Maldonato
 Mr. & Mrs. John B. Mann
 Rhonda Fleming Mann
 Victor M. Mann
 Dr. & Dr. Joseph E. Manno
 Manufab
 Ms. L. L. Manzi
 Margeotes/Fertita+Partners Inc.
 Marion and Rachel S. Knox Fund
 Emilie Martin
 Michael Martin
 Maryland Capital Management,
 Inc.
 Marzotto USA Textile Group
 Victor Mason
 Mat Su Valley Extension
 John & Margaret McDonald
 William McFadden
 Mr. & Mrs. Kenneth C. McGee
 Amy McGuire
 McMahan Group
 McMaster-Carr Supply
 Steve McWhorter
 Med Central Health System
 Mansfield Hospital Employee
 Civic Fund
 Meeting Professional
 International-Kentucky
 Bluegrass Chapter
 Dave Melin
 Merrill Lynch
 Allen & Corrine Metcalf
 Damon Mezzacappa
 Michael's Mid City Grill
 Middletown Christian Church
 Milken Family Foundation
 Emma Miller
 Milton and Sally Avery Arts
 Foundation
 Mary L. Minnick
 M.L.P. Inc.
 Mo Moorman Distributors
 Mobile Paulsboro Women's
 Network
 Mr. & Mrs. Charles L. Moffett
 Gene Monday
 Monongahela Middle School
 Moon Capital Management
 Moore Foundation
 S.A. Moore
 Mr. & Mrs. John Morgans
 Cynthia Muck
 Mr. & Mrs. Thomas Murphy
 Doug Muth
 George Myers
 Adelbert & Phyllis Nagel
 National Bank of Alaska
 National Council of Church of
 Christ
 The Natori Company
 Mr. Chip Naus & Dr. Emily Naus
 Neal Bond Agency, Inc.
 Mr. & Mrs. Donald Nelson
 Sydney Nelson
 David & Joy Ness
 Neuberger, Quinn, Gielen, Rubin
 & Gibber, P.A.
 Betty Neumann
 Dorothy Newman
 John Newman
 Newton-Smith Foundation
 Paul Nibarger
 Nissan Motor Corporation
 Rubye Noble
 Nolan & Nolan, Inc.
 North Branch Reformed Church
 Nutritreat
 Oakley, Inc.
 Deborah C. O'Brien
 Office Resources, Inc.
 Oliver Group
 Operation Short Fall
 Oregon Dairy Products
 Commission
 Louise O'Rorke
 Bud Orr
 Osborn Funeral Home
 Osprey Partners Investment
 Management LLC
 Edith R. Owen

Padget & Associates
Arnold D. Palmer
Palmer Engineering
Palmetto Health Alliance
Paralyzed Veterans of America
Jimmie Paschall
Patient Resource Consultants, Inc.
Ron Patterson
Walter C. Patterson
Patway Health Services
Paul Semonin Realtor
PDR Engineering
Pedley Zielke Gordinier Olt & Pence
People's Heritage Bank
PepsiCo
Perricone Family Foundation
Deborah Perry
Mary Ann Peterson
Liz Phillips
Fred Phillips
Pilot Oil
Drs. Hiram Polk & Susan Galandiuk
Portland Family Entertainment
Mr. & Mrs. John Dale Powers
Presnell Associates, Inc.
Price Realty & Auction Company, Inc.
Princeton Financial Systems, Inc.
Printing Inc.
ProLogo Design, Inc.
Prominent USA/Textured Fabs
PSE&G
Gloria Q. Pumphrey
Quest Engineers, Inc.
James Radabaugh
Raisch Products
Rapport Family Trust
Mr. & Mrs. Richard J. Rawson
George Reid
Sean & Jennifer Eplett Reilly
Regency Ford
Robert L. Renfro
Daryl Ricard
Richland County Foundation
River City Bank
Jamee Roberts
Roberts Cherry & Co.
Henry & Donna Robinett
Helen Robinson
Thomas Robinson
Betty J. Rodger
Joseph Rokacz
Marilee Roloff
Anne M. Ronan
Wilma Roseman
Herbert Ross
Rotary Club Of South Louisville
E. Z. Roth
Mr. Kay A. Rowland
Phillip Rowley
Richard Rubin, Esq.
Rudd Equipment Co.
Timothy Ryan
Mary Cline Rygg

Sadir Khan Grotto
Safeguard Scientific, Inc.
Saks Fifth Avenue
Salmen Foundation
Sam's Club
Rae Sanchini
Richard Sarkis
Max & Teri Savage
Richard Salyer
S/B Lincoln Life Foundation
S.N. Ford and Ada Ford Foundation
Joan Schadel
Robert & Adele Schiff
Schlumberger Well Services
Delma Schnellenger
Pamela Schweitzer
Kirsten Scott
Scott Employees Fellowship Fund
Scott Mouledous Construction, Inc.
Mr. & Mrs. C.R. Scurlock
Second Presbyterian Church
Semnani Foundation
Shaffer, Bonfiglio, Scerni & D'Elia, L.L.C.
Share, Inc.
Margaret Shehee
Sheldon Trust
Joanne M. Sheridan
Dr. & Mrs. Roger J. Shott
Sidney Anderson Foundation, Inc.
Lenny Simmons
Sioux Valley Hospital and Health Systems
Sisters of Charity Foundation
Sisters of the Holy Names
Joseph Skalny
Jean Olive Smith
Louise L. Smith
Mr. & Mrs. Robert Smitherman
Smurfit Stone Recycling
Bud Snowden
Somerset Hills Lutheran Church
Doug & Karen Sonneborn
Anthony R. Soto
Michele Souder
South Bay Airconditioning
South Everett/Mukilteo Rotary
Southland Corporation/7-Eleven
Southwick Clothing Co.
Specialty Solid Waste
Thomas Speltz
Michael Spilane, M.D.
Mary Coleman Spring
Sprint PCS
Michael & Brenda Spurlock
St. Andrew's Optimist Club
St. Andrews Woman's Club
Brent and Lauri St. Blanc
St. Luke's Episcopal Church Life Guild
St. Margaret Mary Catholic Church
St. Martins-in-the-Field Episcopal Church
St. Matthew's Episcopal Church

St. Peter's Episcopal Church
St. Stephen's Lutheran Church
St. Thomas More Catholic Church
Sidney Stern Memorial Trust
Stetler Enterprises
Joe Stevenson
Lester Stevenson, Jr.
Stewart Enterprises
William Stewart
Mr. & Mrs. Richard Steyer
Stiles & Harbison PLLC
Stillwater National Bank
R. Newcomb Stillwell
Paul Stuart, Inc.
Sun Coke Company
Alvin E. Swanner
Margaret Sweir
Ernest C. Swigert
Sylvan & Ann Oestreicher Foundation
Stephen Tabb
Mr. & Mrs. Patrick Taylor
TCI Media Services
Jack H. Temples
J. Frank Terrell, Jr.
Mr. & Mrs. D. Thompson
Mrs. Glen Throop
Tiffany and Company
Paul E. Tillinghast
The Times Mirror Foundation
Kay Toran
Totem Ocean Trailer Express, Inc.
Tricon Foundation
Gary Trousdale
Tom Turnbull
Kyle & Jill Turner
Turner Foundation
U.S. Foods
U.S. Tobacco Company
U.S. West Foundation
Union Bank of California
Union Pacific Foundation
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