



Essex Library Association

2023 Annual Report

July 1, 2022 - June 30, 2023

Welcome to the Annual Meeting of the Essex Library Association!

October 25, 2023

Thank you for joining us in person at the Library for the opportunity to acknowledge the work of our Board and Staff, show our appreciation to our supporters, thank the trustees who are stepping down, and vote on those up for election this term.

The most impactful and meaningful event of the past year culminated in naming Ann Thompson the new Executive Director of Essex Library. As you know, Ann stepped up to serve as Interim Director in July of last year, when a Search Committee was formed. After a thorough search the Board made the decision that the best talent was right here under our roof. Ann brings a plethora of experience within the library world and the local community and, most of all, she brings her enthusiastic support of our patrons, many of whom Ann knows very well. Ann has already built a strong team here in her first months as Executive Director. Given Ann's many strengths, we look forward to her future accomplishments, and, thus, the Library's.

On the financial front, the Board can report that the Library remains in a comfortable position, buoyed by the generous donations of supporters who give to the Library through the Annual Appeal. We have also received pledges to the Captain Joseph Tucker Legacy Society, the Library's Planned Giving Program. A recently created brochure accompanies this letter. As always, we want to recognize the Friends of the Essex Library for their continued vital support and for their role as ambassadors within the community. We can't sing their praises enough for all that the Friends do!

The Board is delighted today to recommend the candidacies of two new trustees: Rebecca O'Neal, who will assume her duties of Trustee immediately after this evening's vote, and Bridget Quinn, who will assume her duties at the beginning of January, each of whom brings a wealth of experience and knowledge to the Board. New to the Board since the last Annual Meeting is Stephen Brinkmann, serving as Treasurer.

I would like to thank Howard Tuttle, who is stepping down, for his commitment, his considerable skill and fiscal discipline, and for his unending support of the Library. Additionally, the Board accepted the resignation of two Trustees over the past year: Tom Gallucci, who moved from Essex, and Hans Ullstein. Both contributed a great deal of expertise to the Board.

I am also departing the Board after completing two terms. I will miss my many interactions with the Staff and the Board. The Library and the people and purposes it serves are very dear to my heart.

After the meeting, please enjoy refreshments and the presentation by guest speaker, Christine Palm, State Representative, who will speak about library-related legislation in Connecticut.

Sincerely,

Betsy Sandberg
President, Board of Trustees

Executive Director's Report

It has been a busy and productive year at the Essex Library, the first fully-open, mask-optional year since the pandemic began. Our community was eager to return to in-person programs and events and borrowing materials so you'll easily notice the substantial increases across our circulation, attendance, and participation measurements. Each year Essex Library endeavors to fulfill its mission: to be your center for free, reliable information; to stimulate curiosity, nurture creativity and enable discovery, and to be a window into the world. Furthermore, we strive to do that in an environment where all feel safe and welcome.

The success of the Essex Library depends on many: trustees, friends, volunteers, community partners, expert staff, and our generous donors. Together, we were able to provide new services, add dozens of items to the Library of Things, and hundreds of materials to our other collections. We expanded operating hours and offered eclectic and dynamic programs that inspired the community. Moreover, Essex Library joined the list of fine-free Connecticut libraries in May 2023. All of these initiatives stem from the Library's 2022-2025 Strategic Plan that positions the Library to support free and equal access to information and ideas and serve as a hub for enriching the lives of Essex residents in significant and meaningful ways.





Our community partnerships multiplied again this year affording programs in a multitude of subjects including financial literacy, environmental issues, fire safety, local history, mental and physical well-being, author talks, and crafting skills. Important collaborative initiatives inspired us to collect non-perishable food for the food-vulnerable in our community and, together with Sustainable Essex, we kept hundreds of pounds of recyclable plastic out of the Essex landfill. Our Little Free Library is well-loved in receiving daily visits. We continued our efforts with UConn faculty to help their research on Connecticut's climate-vulnerable communities, including Essex. Community engagement also increased this year with record high numbers of subscribers reading our monthly newsletters and a marked growth of followers on our social media platforms.

I am grateful for your steadfast support and look forward to seeing you at the Library in the coming year!

Respectfully submitted,

Ann Thompson
Executive Director

BY THE NUMBERS

		2021-2022	2022-2023
	Total Annual Library Visits	30,099	39,677
	Total Items Circulated	48,822	60,062
	Number of in-person, on-site programs	99	332
	Attendance at in-person, on-site programs	840	4,251

Financial Summary for Fiscal Year 2023

Preliminary Unaudited Statements		Actual	Budget
		7/1/22-6/30/23	7/1/22-6/30/23
Income			
Total Gifts, Grants, & Bequests		163,102.70	96,000.00
Total Miscellaneous Income		2,966.57	2,300.00
Town of Essex		321,676.00	321,620.00
State of Connecticut		2,788.43	1,000.00
Operating Income		490,533.70	420,920.00
Expenses			
Total Collections & Programming		29,013.12	43,600.00
Total Administration		73,437.15	81,250.00
Total Facility		86,283.09	105,100.00
Total Personnel		304,476.31	370,350.00
Operating Expenses		493,209.67	600,300.00
Net Operating Revenue		(2,675.97)	(179,380.00)
Endowment Withdrawal		-	125,000.00
Interest and Dividend Income		122,516.20	-
Net Change		119,840.23	(54,380.00)
Endowment & Capital Fund Balance 6/30/2022		3,504,805.96	
Endowment & Capital Fund Balance 6/30/2023		3,915,807.77	



Thank You to Our Fiscal Year 2023 Partners!

Alzheimer's Association CT Chapter	Hartford HealthCare
American Library Association	Hotchkiss Library of Sharon
Zay Amsbury	Ivoryton Library Association
Chet Arnold	Ivoryton Playhouse
Backus Hospital	The Learning Consultants
Brainerd Library	Morris Public Library
Centerbrook Architects & Planners	Rep. Christine Palm
CHOICES	George Penniman
Community Foundation of Middlesex County	Region 4 Food Backpack Program
Community Music School	Region 4 Schools
Connecticut Children's Medical Center	Julie Ribchinsky
CT Department of Banking	River Valley Artists
CT DEEP	Rebecca Russell
Connecticut Humane Society	Kristie Schmidt
CT Section of the Institute of Electrical and Electronics Engineers	SCORE
Connecticut State Library	Shoreline Jazz Quartet
Richard Conniff	Shoreline Soup Kitchens & Pantries
Pam Constable	Richard Spearrin
Sue Cornell	Square Foot Gardening Foundation
Czepiga Daly Pope & Perri	Stewart B. McKinney National Wildlife Refuge
Darien Library	Sustainable Essex
Denison Pequotsepos Nature Center	Southeast Connecticut World Affairs Council
Electric Vehicle Club of CT	Sam Tanenhaus
Essex Fire Engine Co. #1	Town of Essex
Essex Garden Club	Tri-Town Youth Services
Essex Historical Society	2-1-1 Child Care
Essex Land Trust	UConn Disaster Research Team
Essex Meadows	UConn Extension Service Middlesex County
Essex Park and Recreation	U.S. Social Security Administration
Essex Savings Bank	Mike Urban
Experience Essex	Valley Warriors In The Community
Friends of the Essex Library	Visiting Nurses of the Lower Valley
Goshen Public Library	Yale Science in the News
Gunn Memorial Library and Museum	Youth Mental Health Project
	Kate Zernike

The only thing that you absolutely have to know
is the location of the library.

ALBERT EINSTEIN

Committee Reports

Building and Grounds Committee

The Building and Grounds Committee meets regularly throughout the year. The committee’s purview is to plan for and provide oversight of that portion of the Association’s budget allocated for the maintenance and improvement of the Library’s building and grounds. Issues requiring additional capital outlays are presented by the Committee to the full Board of Trustees for consideration and approval.

The following projects were initiated or completed from October 2022 through October 2023:

1. The Committee conducted, along with its architecture and engineering consultant, project specification and bidding process in connection with the terms of the State Construction Grant that the Library was awarded to replace window glass and install automatic restroom door entry devices. After analyzing the bids, the Committee and Board concluded that the bid estimates and overhead required to complete the proposed work substantially exceeded initial planning estimates and that the bid assumptions should be reconsidered, including options for undertaking certain of the work without the availability of or conditions of state funding. The Board elected to withdraw from the grant process and forfeit the construction grant. Thanks to committee member, Jane Siris, for her expertise and hours of support for this project.
2. The Committee researched, and the board approved, the acquisition of an automated external defibrillator (AED) device for the Library. Thanks go to committee member Peter McAndrew who provided much of the expertise and persistence to see this project through.
3. Then-B&G Committee chair, Tom Gallucci, and former committee member, Gary Riggio, identified a water leak along an exterior portion of the foundation. Working through contractors, the source of the leak was detected, the problem analyzed, the footings excavated, and the leak repaired before more damage occurred.
4. Former committee chair Tom Gallucci also supervised the work of contractors to repair water and insect damage to the exterior wall of the space used by the Friends of the Essex Library.
5. An interior space planning study was commenced with Jim Childress, FAIA, Principal of Centerbrook Architects & Planners, who is volunteering his time.

Michael Hammond, Chair

Development Committee

The Development Committee met monthly this year.

In fiscal year 22-23 (July 1, 2022-June 30, 2023), the Essex Library raised \$163,102. This is a 7.3% increase over the previous year. Five hundred twenty-one gifts were received from 498 donors; there were 42 new donors to the Library.

Annual Appeal	\$86,717
Unrestricted Gifts	\$56,755
Restricted Gifts	\$19,630

The Annual Appeal letters were sent out in October 2022. Residents of Essex, Centerbrook, and Ivoryton generously responded to this appeal. Your donations helped the library continue to expand programs and services.

A sub-committee of the Development Committee updated the Captain Joseph Tucker Legacy Society brochure. Residents who are interested in knowing more about being a member of the Society can contact the Library for more information.

The Development Committee continues to look for new and creative ways to increase funding to the Library through donations, grants, and bequests.

We are thankful for all the donors who gave to the Essex Library this year. No matter the size of the donation, your gift positively impacted the work of the Library!

Susan C. Guernsey, Chair

Finance Committee

The Finance and Investment Committees met periodically over the course of the year to ensure the financial needs of the Library were being met. Fiscal 2023 was a year of transition for these committees. I took over from Treasurer, Howard Tuttle, in the Spring. At the same time we converted our accounting system to an online version of QuickBooks. At the end of the fiscal year, our longtime bookkeeper retired, necessitating a change in that role. I'm happy to report that while we've encountered some bumps with all of these changes, we were able to continue to meet the ongoing financial needs of supporting our physical plant along with our extensive programming.

Gifts to the Library were significantly higher than budgeted and slightly ahead of last year. Meetings with our investment advisors at Essex Financial Services focused on the performance of our Endowment and Capital investment funds and the short- and long-term health of our financial position. These accounts increased in value by 11.7%, which puts us in a strong financial position to meet the ongoing needs of the Library. Working with our external accounting firm, Wollack Lewitz, we completed the necessary paperwork to apply for Employee Retention Credits of which we received \$86,754 in July; this credit will be reflected on FY 2024 statements.

Stephen Brinkmann, Chair

Nominating Committee

It has been a busy year for the Nominating Committee. Our work included:

We developed an updated Board Member Packet with important information about being a Trustee and resources for further information from ACLB and the CT Library Association. This packet includes a Welcome letter by the Board President, Bylaws of ELA, Contact List of Trustees and committee assignments, the Strategic Plan, Board minutes, and financial information for three prior months and the Conflict-of-Interest Disclosure form. In addition, we inserted the Annual Report, ELA and Updated Captain Joseph Tucker Legacy Society Brochures, an organizational chart of Library staff with role descriptions, and the Board annual calendar. The Employee Handbook will be added when it is revised and finalized. This complete Board Member Packet is more thorough and will help new members better understand the culture of Board membership.

We designed Board Position Candidate Information to be posted on our website to attract potential Trustees and make them aware of Board responsibilities and possibilities for membership. We are hoping this posting will encourage members of our community to contact us if they want to consider becoming a member of the Board of Trustees.

In addition to identifying two new Trustees for the 2023-2024 slate, we developed a list of Trustees who have been vetted and are willing to join the Board whenever we need to appoint new Trustees during the next 2-3 years. We developed an excellent pipeline of potential Board members who are actively engaged with the library and have great interest in joining us whenever spots become available. This list is fluid and crucially important to the Nominating Committee, especially in the event a Trustee must suddenly resign for personal reasons.

We are in the process of implementing a mentor program for new Trustees; this will include asking a current Trustee to mentor a new member of the Board. This is a very important step in both educating and retaining new Trustees. It will also give a new member a contact person with whom they can call upon to ask questions and reach out to with any difficulties they may encounter. It also helps new Trustees to feel more welcome.

Currently, we have 13 Board members and Ann Thompson, Executive Director. We need to maintain 12-15 Trustee members. We purposely left openings for potential Board members with specific skills and attributes we need now and in the future. In compliance with the Strategic Plan, we want to “recruit, engage and retain volunteers to meet the needs of the Library” and of our community. We are committed and actively involved in recruiting Trustees who can contribute diversity that better reflects our community, its needs, and the ever-changing challenges of our current population.

A sincere thank you to our committee members: Elizabeth Reinhart, Betsy Sandberg, Sandy Cahill, Jill Schwartzman, Gail Briggs. Their hard work and wisdom move us forward.

JoAnne Carter, Chair

Personnel Committee

The Personnel Committee began meeting in January 2023 and gave early priority to an in-depth review of ELA’s employee benefits to assess whether they were comparable to those of other association and municipal libraries. The PC approached the review in full agreement with Executive Director, Ann Thompson, that ELA staff are the library’s most valuable resource and staff retention is critically important to a library’s long-term success.

The PC’s review work involved many robust and thoughtful discussions about ELA’s employee benefits, including: Paid Vacation Time, Paid Personal Time/Sick Leave, Healthcare and IRA contribution, as outlined in the ELA Employee Handbook, Revised 2021. Findings that emerged from the review show that while progress has been made in improving ELA staff benefits, it is critical that the Personnel Committee remains vigilant in its efforts to regularly examine salaries and benefits with an eye to identifying any needed changes.

Another priority for the PC this year was collaboratively partnering with our ED in the shaping of Annual Goals that focused on areas with the potential for the greatest impact and library benefit, and crafting them with clear, concise language and measurable outcomes.

Complementing the work of annual goal setting, the PC considered ways to make the Executive Director’s Annual Review process most meaningful and constructive. Drawing on the expertise of the whole Committee, we developed a new Annual Review template with sections devoted to the ED’s Annual Goals and Self-assessment, and the PC’s feedback. The new review template captured, in effect, the year-end dialog between ED and the PC about the year’s accomplishments, opportunities for continued growth, and provided a comprehensive record of the ED’s work done this year.

The PC also updated the 2022 ELA Staff Survey, shortening and simplifying it, before sending it to current staff. Survey changes sharpened its focus on the measurement of employee job satisfaction.

To keep all of us on track, chronologically, the PC also developed a timeline for the ED’s annual goal setting, year-end self-assessment, and the PC’s Annual Review.

With many thanks to the entire Personnel Committee: Stephen Brinkmann, Sandy Cahill, Pamela Dumas-Serfes, Michael Hammond, Peter McAndrew, Betsy Sandberg, and Jill Schwartzman.

Gail Briggs, Chair

2022-2023 Board Members

President

Betsy Sandberg

Vice President

Pamela Dumas Serfes

Treasurer

Stephen Brinkmann

Secretary

Elizabeth Reinhart

Friends President

Lisa Burkarth

Board Members

Gail Briggs

Sandy Cahill

JoAnne Carter

Susan Guernsey

Michael Hammond

Peter McAndrew

Jill Schwartzman

Howard Tuttle



Library Staff

Ann Thompson, MLS, Executive Director: Ann leads and is responsible for day-to-day management of all library operations. She supervises staff, manages the budget, and advocates for the Library. She also hosts programs and facilitates the Third Wednesday, Classics, and American History Book Groups.

Evelyn Benvie, Circulation Assistant: Evie provides friendly and accurate service to library users at our circulation desk. She manages our website and social media platforms and mends books on a regular basis to care for and extend the use of the library's materials.

Deirdre Brennan, MLS, Interlibrary Loan and Circulation Librarian: Dee provides friendly and accurate service to library patrons at our circulation desk. She also coordinates our inter-library loan services and manages complex statistical reporting needs.

Aliza Cirillo, Library Page: Aliza works at our circulation desk and assists with shelving materials and preparing activities for our children's programs

Cameron Dodge, Library Page: Cameron ensures a quality patron experience by shelving and filing materials.

Nicole Gaudreau, MLIS, Children's and Teen Librarian: Nicole delivers services for children and teens, including acquiring materials, hosting programs and conducting outreach to area schools. Her STEAM Saturdays and Wiggle Worms Storyhours provide valuable opportunities for young families to connect beyond the sessions themselves.

Ellen Miller, MLIS, Adult Services Librarian: Ellen provides friendly and accurate service to library users at our circulation desk. She hosts most of the adult programs, composes Ex Libris and marketing materials for services, acquires adult materials, and in addition to the HiFi Book Group, facilitates the popular First Thursday Book Group and its new spin-off.

Diane Simoneau, Manager – Donor & Technical Services: Diane catalogs materials that are added to the collections and purchases DVDs for the Library. She also provides acknowledgment for and recording of gifts from library donors and, over the past year, led the conversion of information from our older donor database to the new DonorPerfect database. Diane also works at the circulation desk as an expert hand with customer service.

Anastasia Wilson, MLIS, Community Engagement Librarian: Ana provides friendly and accurate service to library users at our circulation desk. She devises and hosts programs for patrons of all ages including the popular Preschool STEAM Lab and Dungeons & Dragons sessions. Ana also contributes to the composition of library-wide marketing materials and reports.

Thank You to Our Donors!

The following donors made gifts to the library between July 1, 2022, and June 30, 2023.
Your support helps us offer outstanding programs, materials, and services throughout the year.

\$10,000 Or More

Dick Buel
Friends of the Essex Library
Kitchings Family Foundation
Ann Thompson & Jim Childress
Richard Tredwell

\$1,000 - \$9,999

Janet Bent
Sandra Childress
Mary Coolidge
Claire Crosby*
Jonathan & Emme Deland
Rodney & Eugenie Devine
Robert & Theresa Dryfoos
Essex Garden Club
Essex Savings Bank
Charles Everett
Glenn & Melissa Jacobsen
Brian* & Susan Jobson
Bruce* & Alexandra Johnson
Karlson Family Foundation
Joanne E. Masin
Fred & Mary Ann Pleva
Michael Plouf & Toni Robinson
David & Barbara Preston
Susan Saltus
Howard & Peggy Tuttle
Stuart & Mimi Warner
Bruce & Ivy Weiss
Joe & Jenny Wucher

\$500 - \$999

Lawrence & Kathleen Bolanowski
Rita Christopher
William & Maura Cochran
Community Health Resources, Inc.
Tom & Sally Crawford
Essex Financial Services
Essex Lions Charities, Inc.
Paul & Phyllis Greenberg
David & Susan Guernsey
Maureen Hyde
Mike & Margaret Kaczorowski
Boris Konstorum & Borislava Kleyner
Jean M. Leuchtenburg
Henry & Joan May
George & Sally Mayer
Martha Moody
Norman Needleman &
Jacqueline Hubbard

John & Melinda Patterson
Geoffrey Paul
Michael & Susan Perl
Barbara Prendergast
Bill & Joan Reichenbach
Rotary Club of Essex
George & Dianne Sexton
Southeast CT World Affairs Council, Inc.
Lawrence & Carolyn Timmerman
David & Molly Watkins
Matthew & Judith Winkler

\$250 - \$499

John & Susan Abbot
Bob & Barbara Anselmi
Gery & Hollis Barry
Pierre & Dawn Boulanger
Community Foundation of Middlesex
County Alison & Stephen Brinkmann
Family Fund
Jim & Corina Brown
Lisa Burkarth
Sandy Cahill
Barbara Campbell
Bill & JoAnne Carter
Stanley & Valerie Cook
Jeff Croyle & Pam Peters
Joe & Karen Dizenzo
Judith Duran
Dee Grover
Frank & Barbara Hall
Michael & Mary Beth Hammond
William* & Mellicent Hawke
Susan Henry
William & Susan Jackson
Keith & Joan Jones
Joan Junkmann
Karen Katen & Robert Williams
Holly Kjerulff
Karin S. Loehr
Bob & Alison Marcinek
George Maxwell
Daphne McGill
Alison Nichols
Anthony & Suzanne O'Connor
Peter & Phyllis O'Neil
Caleb Penniman
Humbert Polito & Barbara Sorrentino
Bennett Rechler
Gary & Rebecca Riggio

Ezra H. Ripple IV, Jennifer Ripple
Akridge, & Linda Ripple Morin
Bill & Betsy Sandberg
Beth Sandri
Marc & Liz Schnitzer
Peter & Susan Scott
Jeffrey Sund & Jane Piro
Sam Tanenhaus & Kathy Bonomi
Travelers Foundation
Eugenia L. West
Nelson & Adele White
David Winstead & Pam Reeser
Victoria Winterer

\$100 - \$249

Ruth & Dick Adams
Frederick & Jane Andresen
Richard & Suzy Baird
Kenneth Barre & Mary Francis
Conserva-Barre
Jen Basler
Scott & Kristen Benson
Brenda Bernardi
Katherine A. Berry
Linda Bierrie
Stephen & Linda Boatti
John & Marla Bogaert
Keith & Jane Bolles
Ken & Judith Bombaci
Ian & Mary Lou Bowen
Ms. Spencer Boyd
Stacie Boyd
Gail & Tom Briggs
Marguerite Brooks
Kenneth & Laurie Burke
Paul & Maureen Butler
Douglas & Katherine Campbell
Brett D. Carey
Wright & Deborah Carreau
Carl & Liza Caruso
Kay Knight Clarke
Randall & Cynthia Clegg
David & Merry Coleman
Gretchen Comstock
Peter Coombs & Jane Siris
Bob & Kathi Corrigan
William Costigan
Sharon Craig
Michael & Beth Crain
Keith & Carolyn Crehan
Anthony J. B. Cutone

Matching gift * Deceased

\$100 - \$249 (continued)

Devon Dabbs
 Carol Himsel Daly
 Bruce Diones
 Charles Doane
 David Dorrance
 Pamela Dumas-Serfes
 Toby & Mary Dunn
 Barbara Erskine
 Community Foundation of Middlesex
 County Marilyn C. Fall Fund
 Keith Feils & Deirdre Brennan
 Ward & Jane Feirer
 Martha Freeman
 B.R. Frost & Barbara Hersant
 Jack & Chip Frost
 Geoffrey Furtney
 Bradford W. Galiette &
 the Galiette Family
 George Gallagher
 Tom & Aurise Gallucci
 Joseph Garner
 Thomas & Evelyn Gezo
 Jennifer Gill
 Jim Godzman
 Chip Goodrich & Kathleen Maher
 Susan E. Grant
 Robert & Susan Grillo
 Ann C. Griswold
 Edward & Edith Hamway
 Michael & Melissa Hannifan
 Scott & Karen Harris
 Peter & Colette Harron
 Kevin & Mary Lou Healy
 Seth Herzon & Alison Sweeney
 Angela Hewitt
 Donn & Leslie Holland
 Community Foundation of Middlesex
 County Jones Family Fund
 Frank & Diane Kelly
 Jane H. Kelly
 Judy Kelsey
 James L. Kerr & Helen H. Miller
 Brian & Kristi King
 Thomas & Barbara Klin
 Peggy Kobelski
 Joan Kratzert
 Andrew Kressley
 Dale L' Italien
 Axel Langhorst
 Richard & Linda Levene
 Moses Lieberman
 Nikki & Sam* Lindberg
 Julie S. Lyman
 Audrey Lyons
 Carol Macelwee
 Alan & Barbara Macgregor
 Patricia Maclean
 ohn & Wendy Madsen
 Judy Makrianes
 Richard & Patricia Mather

JMather and Pitts Insurance, Inc
 Claire Matthews
 Louis Mazzaresse
 Peter & Kathy McAndrew
 David McDonald & Florence Varleta
 Anthony & Diane McGann
 Hank & Sharon McInerney
 Richard & Catherine Millard
 Clara Miller
 Len & Bebee Miller
 Mary Miller
 Robert & Carolyn Miller
 Andrew & Monica Mitchel
 Molly D. Moser
 Thomas & Barbara Muhlfelder
 Victoria Murphy
 Ronald & Susan Nelson
 Sarah Nisenson
 Jenifer Grant & Ron Noe
 Paul Nugent & Katharine Constable
 Bob Nussbaum
 Connie O'Brien
 Jim & Gina O'Brien
 Denis O'Leary & Ariane Cutolo
 Sandra O'Neill
 Augie Pampel
 Dorothy Pease
 George & Anne Penniman
 Bryan & Ginny Perkins
 Eleanor Perkins
 Barry & Judy Peterson
 Charlie & Steffi Pious
 Anna Pollock
 Thomas & Mary-Louise Polo
 Dennis & Verity Powers
 Bridget Quinn
 Christopher & Elizabeth Reinhart
 Henry Resnikoff & Daphne Nielsen
 MaryBeth Lengyel Richardell
 James & Carol Richmond
 Norma Rogin
 Deirdre Rutan
 John & Kathryn Ryan
 Barbara Sarrantonio
 Michael Saxe
 Jim Scala
 Eric & Valerie Schmitt
 Raymond & Judith Schoonmaker
 Doug & Cheryl Seaver
 Biff & Jean Shaw
 Donald Shildneck
 Paul & Diane Simoneau
 Lynne Skinner
 Matthew & Kaitlin Smith
 Nicholas & Joan Squeglia
 Myron & Barbara Stacks
 Mary Starkweather
 Ivar Strand & Nancy Bockstael
 Robert Surdam, Jr. & Patricia Ellis
 Ed Tedeschi & Susan Hosack
 George & Carol Tenney

Kiono Thomas
 Pat Thompson
 Ken & Lois Thomsen
 Paul Thornwall
 Tomy B. Creations, LTD
 Caroline Tracz
 G. Patrick & Joan Tully
 Suzanne Tweed
 Hans & Barbara Ullstein
 Margo Valentine
 Phillip & Deborah Walters
 Fred & Audrey Weber
 John Weikart & Jennifer Chu
 Rick Weiner & Rhode van Gessel
 Carey & Olivia White
 Roselyn Wilkinson
 J.F. Williamson
 Ursula Wilson
 Susan Winchell
 Peter & Andrea Woolston
 Joseph & Katharina* Youll
 David Zeleznik & Maxine Klein

Up to \$99

Theresa Allegrucci
 Peter Amos & Leslie Quarrier
 Linn Anderson
 Bob & Diana Annon
 James & Michelle Arsenault
 Janice Atkeson
 Ann Babor
 George Ann Bardenheier
 Leslie & Cotty Barlow
 Debera Barnes
 Hayne Bayless & Mara Lavitt
 Rob Bechert
 Carol Becker
 Paul & Sandra Beckman
 Frank & Joan Behrendt
 Loretta Berry
 R. William Bevan
 Dudley & Mary Lawrence Bickford
 Diana Blair
 Ted & Ginny Bliss
 William Bowers & Joanne Kennedy
 Leila Bowman
 Bruce & Elissa Breiling
 Cynthia A. Brown
 Linda Brughelli
 Walter & Betty Budney
 Helen Burke
 Ed & Liz Burseson
 Jeffrey & Karen Burzin
 Jill Butler
 Patrick Callahan & Ann Goodwin
 Anthony & Mary Cannella
 Thomas Carroll
 Catalina U.S. Insurance Services, LLC #
 Peter & Alison Charbonnier
 Jim & Diana Coan

Matching gift * Deceased

Up to \$99 (continued)

David S. Coleman
Martha Conklin
Frank & Babbie Conroy
Bill Cook
Elizabeth H. Cook
Andrew Corbin & John Rogers
John & Gretchen Cornwall
Mary Cozzolino
Diane Crosby
Marc Croteau & Christine Rogers
Helen R. Davis
Diane Day
Michael & Maryann Dean #
Dorothy Deckelman
Ray & Marge Deleo
James & Carol Denham
Joseph & Sheri Dieso
Ann Dixon
Nick Dodd
Marialina Dominguez
Chris Dowler
Maureen Ekberg
Steve & Anne Elich
Arpi Emirzian
Elaine Erdman
Dorothy Erickson
Roger & Cynthia Field
Robert & Jean Fisher
Stuart & Karin Fisher
Sharon Fleming
Lilith Fondulas
John & Alison Forbis
Nancy Ford
Ron & Barbara Fortuna
Celia* & Jim Francis
Jill Frazer
Toni Frese
B. R. Frost & Barbara Hersant
Christopher & Sarah Fryxell
Michael G. Furgueson
John & Marilyn Ganjei
Anne Gantner
Ken Gardner
Shelia Gleason
Joseph & Joyceann Greene
Julia Griswold
William Gunther & Siobhan McAndrews
Sally Hart
Barbara Hatcher
Faye Heath
John & Judy Heiser
Richard & Victoria Helzel
Robert Hernandez
Richard & Rachel Higgins
Dana & Joan Hill
Joan G. Holbrook
Peter & Jenny Holland
Renate Houchin
Patricia Hurley
Peter & Susan Immordino

Allan E. Inglis, Jr.
Charles & Janet Irving
Waldemar Jacobsen
Kay & Jack Kearns
Dave & Pam Keller
Ann Kloter
Breck & Susan Lardner
Linda Lawson
Tom & Nancy Leddy
Carole Lee
William & Lisa Leonard
Kelly & Wynn Lewis
Craig & Kathy Lifland
Catherine Linde
Nicole Logan
Terrence & Bette Lomme
Lennart Lonnegren
Chris & Lillian Lorello
Jeffrey & Judy Lovelace
Maggie Lovett
Sylvia B. Lundell
Mrs. Linda Z. Lynch
John Marano, Jr.
Stanley & Linda Marciniak
Michele Marshall
Patti Matto
Patricia McCarthy
Delcie McGrath
James McGuffick
Kevin & Paula McLaughlin
Eugene Meacham
Alan Miller & Janet Sparrow
Wilbert & Dagmar Miller
Cronan & Penny Minton
Mim Haddad Moore
Betsy Morse
Nancy Morse
Anthony Mosa
Anthony Nazzaro
Marie Negrelli
Jil Nelson*
Edward & Jane Nichols
Deborah Nickels
Brenda Yu Onken
Philomena Pappa
Joanne Pandiani
Sarah Pascual & Paul Bonfiglio #
Christopher & Janet Passehl
Honora Peterson
Jon* & Janie Peterson
Ron & Denise Peterson
Carole Pierce
Rina Pollak
Robin Pool
Joe & Brianne Porcelli
Gary & Marlene Poudrier
Michael Pressman & Laura Copland
John & Sherrill Proctor
Joan Pryor
Richard & Catherine Puccio
Emily Rapp

Jim & Cheryl Rayner
Raytheon #
Harold & Lorie Reed
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