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A LETTER FROM OUR LEADERS

WE'RE CELEBRATING!

For 90 years, United Way of North Central New Mexico has been working to advance the education, health and financial stability of every person in our communities.

As we celebrate this milestone in our long history, we can all look back at the tremendous achievements of our community. There is a lot to be proud of.

And in this past year, that remains true. Our direct services are reporting important results in UWNCNM's efforts to serve callers to 211, prepare taxes through Tax Help New Mexico, to support victims of interpersonal violence through the Family Advocacy Center, and provide needed transportation through Ride United in Santa Fe. Likewise, Rising Together has continued its focus on student attendance, adult education, and support to families through access to resources and more.

A primary focus in 2023-24 was deepening our public policy efforts to ensure students receive college/career readiness experiences, to increase student engagement and their understanding of options available to them.

Community investments and partnerships continue to demonstrate that collaborating with others amplifies the potential for the whole community to come together around challenges, all while centering opportunities to advance equity.

This report provides the data, stories and images to illustrate the programs, partnerships and activities that hold promise to strengthen the community, both in the short term and for the *next* 90 years.

Our deepest thanks to the donors and partners who value UWNCNM as a primary community convener. We hope you'll celebrate with us! Sincerely,

RODNEY PRUNTY

President and CEO

United Way of North Central New Mexico

JAMES PEERY

Chair, 2023-24 Board of Directors



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The University of New Mexico

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Sherman McCorkle (retired)

Sandia Science & Technology Development Corp



OUR SUPPORTERS

"

Supporting UWNCNM as a board member and a donor has meant so much to me. I love volunteering in my community, and I feel like I truly get more by volunteering than they get out of me.

-Kelcy Flanagan, Board Member

Thank you to all our donors, volunteers and partners for supporting our mission!

- Rising to Meet the Future Endowment Campaign: With an initial investment of \$1,000,000 generously provided by the MacKenzie Scott Transformational Gift, contributions to this endowment establish a sustainable income source for UWNCNM for years to come.
- Million Dollar Legacy Circle: Members dedicate \$1,000,000 or more as an estate gift to UWNCNM prior to the Rising to Meet the Future Endowment Campaign.
- **Tocqueville Society:** Our 292 members contribute \$10,000 or more to UWNCNM annually with at least 10% designated to our programming and initiatives.
- Tocqueville Legacy Circle: Donors wishing to continue their annual giving at the Tocqueville level after their lives create endowments of \$250k or more.
- **Impact Investors:** 272 donors contributed \$2,500 and more in fiscal year 2023-24 to directly support the work of UWNCNM.

- Vision Council: Members serve in an advisory capacity for our Rising Together initiatives by making recommendations about strategy, advocating for funders, policymakers, and the public at large.
- Campaign Cabinet Volunteers: Members ensure that workplace campaign goals are met by providing expert insight through their organizational professions.
- Public Policy Committee: Comprised of Board members, Community Stakeholders, and the CEO, this committee collaborates with similar nonprofit advocacy groups to champion state legislation and funding that enhances college and career readiness initiatives statewide.

For more information on any of the above groups, email info@uwncnm.org.



Corporate Cornerstone

2023-24

We are truly thankful to the businesses that keep our initiatives sustainable.

VISTA (\$175,000 - \$274,999) Presbyterian Health Plan, Inc.

PIÑON (\$100,000 - \$174,999)

Blue Cross and Blue Shield of New Mexico

Lovelace Health System

Public Service Company of New Mexico

Sandia National Laboratories

MESA (\$50,000 - \$99,999)
Albertsons Market
Bank of Albuquerque
Bank of America
New Mexico Gas Company

VALLEY (\$25,000 - \$49,999)
Klinger Constructors, LLC
New Mexico Mutual
U.S. Eagle Federal Credit Union
WaFd Bank

Albuquerque Journal Alvarado/Sandia Peak Tram Bernalillo County **BNSF Bradbury Stamm Construction Brycon Construction** Comcast Costco Wholesale Stores Dekker **Enterprise Mobility Foundation** FRENCH Funerals-Cremations General Mills Foundation **Intel Corporation** JB Henderson Construction **KOAT-TV** Molina Healthcare of New Mexico Morgan Stanley Nusenda Credit Union **PNC Bank** Pulakos CPAs TriCore Reference Laboratories U.S. Bank

BOSQUE (\$10,000 - \$24,999)

View full list of Corporate Cornerstone partners at uwncnm.org/our-partners

OUR HISTORY

1934, 100 Albuquerqueans committed to raise money to assist the community's charities. Today, this work is as vital to our state as it was 90 years ago. Our efforts to increase family stability and educational attainment covers a five-county area that is home to over a million people.

Our mission at United Way of North Central New Mexico (UWNCNM) continues to connect people to opportunities and services that foster equitable improvements in the lives of our neighbors. With your support, we can empower nonprofits, mobilize individuals and businesses, and provide vital resources to drive meaningful change in areas that need it most.

United Way has effectively served millions in our communities and granted over \$636 million to local nonprofits over our 90 years.





1934

More than 100 prominent citizens gathered on June 7 at the El Fidel Hotel and voted to organize the first Albuquerque Community Chest, led by District Court Judge Danny Macpherson.





The first Community Chest drive in 1934 raised \$33,000 and provided funds to a number of local charities.

1944—"Come On, Contribute!" was the slogan of the annual Campaign.

In 1952, the Community Chest raised \$185,000 and funded 23 agencies. **United Community Chest** was renamed the United Community Fund (UCF).

1979—The Campaign slogan was "The **Need Grows.**" Funding was provided for 35 agencies.

1930s

1940s

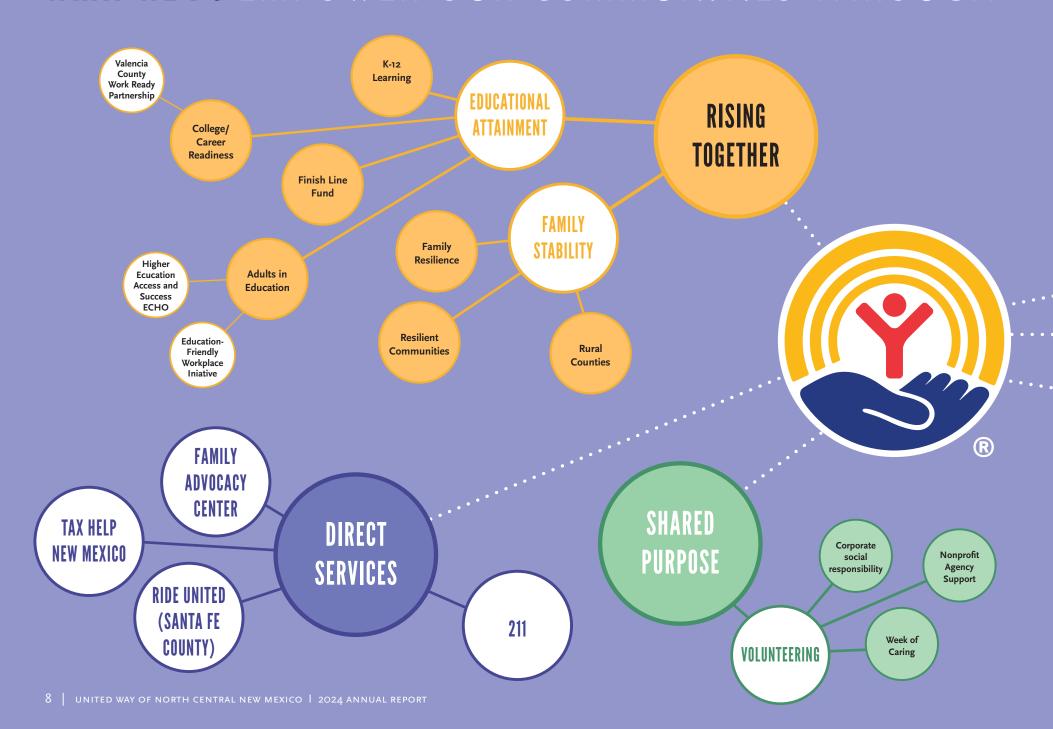
1950s

1960s

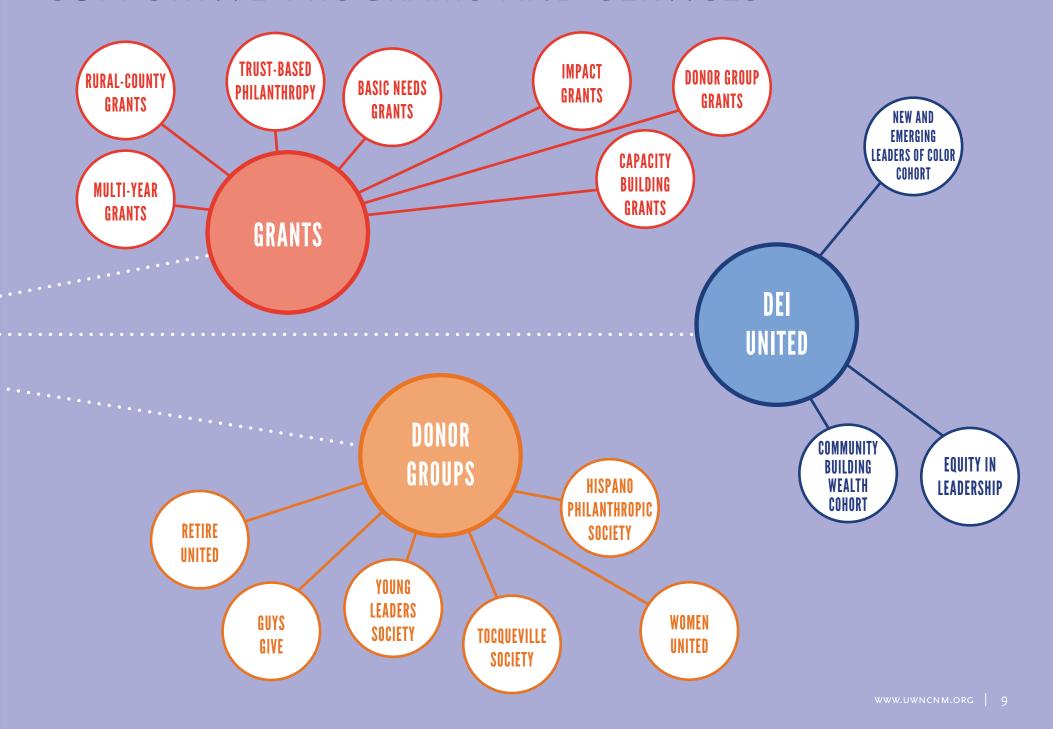
We Are Celebrating 90 Years of Collective Action! United Way of Greater Albuquerque became a four county United Way in 1980. In the 1950s, volunteers collected "Red Feather SANDOVAL Dollars" from those who left their porch lights on. BERNALILLO GIVE THE UNITED WAY **United Way** Founding Members 1934. of Greater 1954 Albuquerque **TORRANCE** CAMPAIGN FOR FUNDS 1979-Funding for 35 agencies, slogan; "The Need Grows." In 1961, the United Community Chest was renamed the United Community Fund (UCF). GIVE ONCE TODAY! FOR ALL 23 AGENCIES 1992-300 volunteers United Way participated in the first "DAY OF CARING." "Come on, Contribute!" 1944 Annual Campaign slogan. 2011—The IRS 2021—UWCNM Board voted to approached to UWCNM **United Way of Greater Young Leaders Society** was established to Albuquerque became a to take over Tax Help include Santa Fe 1992—300 volunteers County in UWCNM's four-county United Way participated in the first empower and inspire New Mexico, previously "Day of Caring." youth in our community. a program of CNM. in 1980. service area. 1990s 1980s 2010s 2020s

2000s

WHAT WE DO EMPOWER OUR COMMUNITIES THROUGH



SUPPORTIVE PROGRAMS AND SERVICES



WHAT WE DO EMPOWER OUR COMMUNITIES THROUGH

RISING TOGETHER

Our Rising Together work aims to improve educational attainment and family stability across north central New Mexico.

Our **K-12 Learning** supports student attendance and engagement initiatives through collaborative partnerships with the NM Public Education Department and Albuquerque Public Schools.

The College/Career Readiness Coalition seeks to bridge the gap between employers' needs and student preparation with partnerships like the Valencia County Partnership for a Work Ready Community, which aims to increase graduation rates and post-secondary transitions.

Our Adults in Education approach removes barriers and provides supports for adults pursuing higher education credentials by leveraging Higher Education Access & Success ECHO partners and Education-Friendly Workplace initiatives.

The **Finish Line Fund**, in collaboration with CNM, offers grants of \$500 or less to clear bursar holds for students who have completed at least 75% of their credential program, allowing them to access transcripts and complete their higher education journeys.

Our **Family Resilience** strategy takes a preventative, two-generation approach, connecting families at-risk for homelessness with housing case managers and supporting self-efficacy through financial literacy and resource attainment.

DIRECT SERVICES

211 is an information and referral helpline that connects callers with human services in the five-county area UWNCNM serves as well as Catron, Cibola, McKinley and Socorro counties.

Tax Help New Mexico offers free tax preparation services to New Mexico households with an annual income of \$65,000 or less or those who are 65 years or older.

The Family Advocacy Center (FAC) provides victims of sexual assault and interpersonal violence with integrated support services under one roof, reducing trauma and stress for clients

Ride United provides free transportation in Santa Fe County for people to get to critical appointments, such as doctor's appointments or a job interview.

Laundry Love, run with Shine Partnership, provides free monthly laundry sessions to families in need, promoting dignity through access to clean clothes.

Our **Rural Counties** initiative extends UWNCNM's programs to rural areas we serve by collaborating with a network of partners to address various issues, guided by volunteer advisory councils from Sandoval, Torrance, and Valencia Counties, aiming to identify need and increase funds awarded to rural communities.

In Santa Fe and Valencia Counties, our new **Resilient Communities** pilot partners with local organizations to enhance self-reliance and address food insecurity, supporting systemic changes for economic autonomy through community-selected grants based on trust-based philanthropy principles.

SHARED PURPOSE

Our **Shared Purpose** program partners with businesses and corporate entities to provide volunteer opportunities with nonprofit agencies.

Week of Caring annually mobilizes volunteers across our five-county region to fulfill the needs of our local nonprofits.

SUPPORTIVE PROGRAMS AND SERVICES

DEI UNITED

DEI United is a collaborative effort between UWNCNM and the Albuquerque Community Foundation that creates immediate and lasting change by fostering a more equitable, just and sustainable environment in north central New Mexico. Leveraging the unrestricted \$1,000,000 transformational gift from MacKenzie Scott, UWNCNM is advancing trust-based philanthropy grant making processes.

Equity in Leadership supports diverse nonprofit leaders' needs, promoting longevity and wellness in the sector.

The New and Emerging Leaders cohort provides specialized support and growth opportunities for nonprofit leaders affected by historical injustices.

The **Community Wealth Building** cohort, initially funded by the W.K. Kellogg Foundation, is a local collective instituted to transform grant-making practices through an equity lens by prioritizing civic engagement, resource-sharing, and philanthropic decolonization.

GRANTS

Our grants process aligns with our programs' goals. We direct funding to nonprofits that prioritize education, housing stability, and safety and wellness initiatives. We build strong partnerships with our nonprofit grantees to ensure our giving is strategic and impactful, aligning with community needs through Trust-Based Philanthropy practices.

Impact grants focus on education/youth development and family stability.

Basic Needs grants support emergent needs, such as food and emergency shelter.

Capacity Building grants aim to improve a nonprofit's ability to fulfill its mission.

Donor Group grants are awarded to agencies that align with the focus area of each donor group.

Multi-year grants provide ongoing support, allowing organizations to focus on their essential work without funding restrictions.

Rural-County grants fund rural areas that don't often have access to charitable dollars.

DONOR GROUPS

Hispano Philanthropic Society (HPS) promotes Hispanic leadership in philanthropy through recognition, engagement, and development of Hispanic talent to advance cultural prosperity in our community.

Young Leaders Society (YLS) encourages philanthropy and volunteerism among young leaders within our community.

Women United (WU) lifts the voices of women to inspire, educate and encourage others to create change.

Guys Give (GG) works toward creating solutions in our community with organizations that support survivors of interpersonal violence.

Retire United (RU) are donors who participate in volunteer opportunities and agency visits that support our family stability goals.

Finish Line Fund



I had to quit my job because I [had a] high risk pregnancy and was put on bed rest. I wasn't able to work so I couldn't pay my tuition. It's the start I needed to get back into my education and start a career in the health field. I appreciate the funding I received from the Finish Line Fund!

—Finish Line Fund recipient



Higher Education Access & Success ECHO

HEAS ECHO is a vital way to network with professionals serving in similar roles as myself. I use it to keep informed and learn new ideas and opportunities to better serve the needs of my students.

Recently, I spoke with two of my colleagues (a student success advisor and a counselor) about how to better aid students with disabilities in their job searches. Yesterday's case study put the extent of this need in perspective for me.

I was really impressed by the fact that so many different voices were at the table, and the way that the meetings were structured.

—2023 HEAS ECHO participants

OUR COMMUNITY IMPACT

RISING TOGETHER Highlights



98%

of K-12 attendance conference participants found it valuable





families benefited from Laundry Love, receiving supplies and facility use valued at \$25,000

9,433
returns processed
resulting in \$16.1
million in refunds



98%



of students felt more focused on pursuing careers after interacting with our college/career readiness work in Valencia County

365



individuals/families received homelessness prevention services through our family resilience partnerships 2,773
rides provided
in Santa Fe
County





38

CNM students received Finish Line Funds resulting in 12 associate degrees and 16 certificates attained (stats from summer 2022 to fall 2023)



A\$2.375 million million

investment through our Resilient Communities Initiative will enhance economic autonomy through building new systems in Santa Fe and Valencia Counties

SUPPORTING OUR FIVE COUNTY AREA: Bernalillo, Sandoval, Santa Fe, Torrence, Valencia

At UWNCNM, we focus on investing in our community partners and believe in the power of working together to improve family stability and educational opportunities.

Resilient Communities in Santa Fe County (Year 1 of 3) \$600,000

2024 Rural-Counties Fund (includes Sandoval, Torrance, and Valencia Counties) \$113,000

Impact Three-Year Cohort Grants

■2022 Cohort (Year 3 of 3) \$921,587

2023 Cohort (Year 2 of 3) \$442,500

■2024 Cohort (Year 1 of 3) \$300,000

2024 Basic Needs Grants \$230,913

2024 Capacity Building Grants \$75,000

2024 Santa Fe Grants \$125,000

Donor Group Grants \$315,400

2024 New and Emerging Leader Cohort Grants \$110,000

2023 DEI United Grants \$115,000





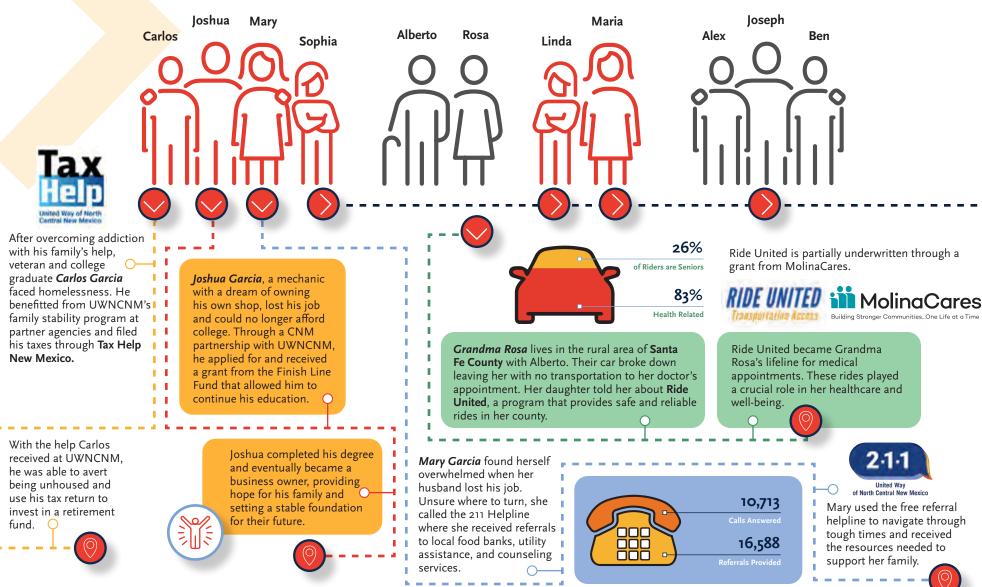


To address food insecurity in rural communities, in 2022 United Way committed to a four-year grant totaling \$160,000 to St. Felix Food Pantry to deliver food and water to the Counselor Diné Chapter of the Navajo Nation. Many homes in this area do not have running water. In 2023, St. Felix delivered thousands of pounds of food, including fresh fruit and vegetables, milk, and staples such as flour and water to the Counselor community.

UNITED WAY'S IMPACT IN THE COMMUNITY

A FAMILY JOURNEY ENGAGING ALL FACETS OF UWNCHM

MEET THE GARCIA FAMILY. Each member of the Garcia family has a unique story that unveils their experiences with the programs, initiatives, and services offered by United Way of North Central New Mexico (UWNCNM).



Aunt Maria faced a harrowing situation of interpersonal violence. Seeking refuge for herself and her daughter, she turned to the Family Advocacy Center. There, she received integrated support services from medical triage to legal aid and later, job training.

Aunt Maria is now financially stable and living in a safe home with her child, all thanks to the FAC's holistic approach in supporting survivors of abuse.

FAC SERVICE PARTNERS	CLIENTS
Children Youth & Families Dept.	1,440
Domestic Violence Resource Ctr.	2,295
NM Legal Aid	470
NM Rape Crisis Center	581
Para Los Niños	311
Sexual Assault Nurse Examiners	565
TOTAL	5,662

Cousins Sophia and Linda are both students who participate in our College/Career Readiness initiatives in Valencia County. The events aim to increase graduation rates and post-secondary transitions by exposing youth to career prospects and college options.

Cousins Sophia and Linda embraced their academic and career potential through our youth engagement initiatives; both are exploring local college enrollment.





Uncle Joseph is a single dad who struggles to meet the growing needs of his two teen sons, Alex and Ben. He sought community help which led to the Laundry Love initiative supported by UWNCNM. There, he got free laundry services and met a caring community that understood his challenges.









Thanks to Laundry Love, Uncle Joseph redirected his limited funds from laundry costs to other essential items, ensuring his family's needs were met.

Each story intertwines to form a tapestry of success, illustrating the diverse yet unified impact of UWNCNM's work that empowers individuals and families to achieve their goals and improve their lives. These journeys, filled with challenges and triumphs, highlight the dedication of United Way to uplift every individual in the community.

Ride United Testimonial

"It is AbFab" — absolutely fabulous — "and I really could not manage without it," said 73-year-old Deborah Tefo...

Tefo has not been able to drive for about four years. Although she still has a valid license, she can black out unexpectedly due to a chronic illness, she said. She also uses crutches or a wheelchair and cannot go far on her own.

Before she discovered Ride United in a city pamphlet last February, she relied on neighbors to get around. But some who are older than she is can no longer drive safely, she said, and "I'm reluctant to impose upon them..."

"Picture yourself frail," she continued. "You're at the mercy of things you never think of when you're young and healthy. Not just physically but psychologically. Ride United expands my world."

—Santa Fe New Mexican, January 26, 2024

DONOR GROUPS: MOBILIZING CHANGE

UWNCNM's donor affinity groups offer the opportunity for people of all ages and backgrounds to network with each other and collectively have a bigger impact on growing philanthropy in north central New Mexico.

To help connect passionate philanthropists to community service projects, our donor groups facilitate stronger relationships between volunteers and pioneering nonprofits.



2002 – Women in Leadership established (now known as Women United)

Women United (WU) is dedicated to giving women a greater voice to affect change in their community. Through leadership, giving, and networking, WU combines funding and volunteering to magnify the impact of UWNCNM in the lives of women in our community. The Women United Fund helps create sustainable systemic change in our five-county community by awarding grants to agencies that empower women to become self-sufficient. More than \$1 million has already been granted to deserving agencies through this fund.



YOUNG LEADERS SOCIETY



2003 - Young Leaders Society established

Young Leaders Society (YLS) encourages philanthropy and volunteerism among young leaders within our community. YLS is dedicated to empowering youth in our community to explore possibilities in college and career pathways, mentorship opportunities with high school students, and networking with central New Mexico's next generation of leaders. The Young Leaders Society Fund makes multi-year grants to organizations that help youth meet their basic needs and encourage college and career readiness and exploration.



Our donor groups host inspiring events all year long including a Young Leaders Society fund raiser to support the Finish Line Fund, a Women United mural project for Saranam, a Guys Give playground construction project for Valencia Shelter Services, and the meaningful Hispano Philanthropic Society Leadership Speaker Series.

In 2023-24, our donor groups awarded grants totaling \$315,400 to 9 organizations who align with each group's purpose and mission. Additionally, they invested over \$30,000 in micro-grants and special projects with community partners.

2008 - Hispano Philanthropic Society established

HISPANO PHILANTHROPIC SOCIETY



The **Hispano Philanthropic Society** promotes Hispanic leadership in philanthropy through recognition, engagement, and development of Hispanic talent to advance cultural prosperity in our community. HPS supports UWNCNM's Rising Together initiative and Diversity, Equity, and Inclusion (DEI). HPS's initiatives are to promote recognition, develop leaders, and engage the community in order to empower the Hispanic community for generations to come. HPS currently has over 450 members.





2015 - Guys Give established

Guys Give (GG) works toward creating solutions in our community with regards to domestic and interpersonal violence, meeting regularly to exchange ideas that empower and help families. Members also work closely with organizations and agencies that support survivors of interpersonal violence. Through volunteerism and discussion, GG focuses on learning about and improving outcomes for those who are building a better life for themselves and their children. The GG Fund Provides funding for the coordination of services for those escaping interpersonal violence.

GUYS GIVE





Retired United established in 2024

Retire United launched in Bernalillo and Santa Fe Counties, is a network of United Way donors who are retired (or nearly retired) and through volunteering and philanthropy help families in our community to have a stronger, brighter future.

RETIRE UNITED



Retire United volunteer event in Santa Fe produced 450 meatballs for Kitchen Angels.

Visit www.uwncnm.org/donor-groups to learn more.

- Albuquerque chapter, contact stephanie.urban@uwncnm.org
- Santa Fe chapter, contact abby.bordner@uwncnm.org

COMMUNITY ENGAGEMENT

DEI UNITED

In the face of nationwide challenges and skepticism about diversity, equity and inclusion efforts, participation in DEI United signifies a commitment to advancing opportunities in our community by pushing for progress and standing firm in our dedication to creating a more inclusive future.







Looking ahead, DEI United will collaborate with community leaders to offer support tailored to their needs, addressing systemic barriers and promoting equity in their endeavors. This work is essential for building a vibrant and thriving New Mexico.

SHARED PURPOSE

United Way facilitates Shared Purpose, partnering with corporate entities to achieve their Corporate Social Responsibility (CSR) goals, offering meaningful volunteer opportunities, supporting agency partners, and fostering relationships with local businesses, all aimed at building a stronger and more prosperous community.

150

meaningful volunteer opportunities

50

agency partners supported in our five counties



WEEK OF CARING

United Way's annual Week of Caring event provides an opportunity for volunteers to support nonprofits across our five-county region through a variety of service projects. Participants gain firsthand insight into community needs and the impactful work of agency partners, fostering community engagement and a direct understanding of the impact of donor contributions.



87%

of surveyed participants enjoyed their volunteer experience

87%

of surveyed volunteers plan to support Week of Caring in 2024

TESTIMONIALS: What was the best outcome of your participation?

"We volunteered as a group. We have a small staff and work for a nonprofit that develops and builds affordable housing units. We wanted to give back to the community and decided on a day-of-service. The best outcome of the day was that United Way provided us with the opportunity. Everything about the day was well organized and we enjoyed the experience. Thank you so much!"

"Helping the many people in need!"

"I'm proud we packed so many hygiene kits! I know we have helped a lot of people with this volunteer project."

FINANCIAL YEAR IN REVIEW



EXPENDITURES

Revenue raised in 2023 provides funds for UWNCNM's fiscal year of July 2024 through June 2025. For a complete financial summary of 2023, visit uwncnm.org/financial-accountability.

2024-25 total = \$13,460,000



■ Individual Supporters

■ Corporate Gifts

■ Private Foundations and Federal Grants

\$11,273,000

\$1,560,000

\$627,000

Funds designated to other nonprofits:

Administration & Fundraising:

Community Investment Grants:

(includes Community Impact, Basic Needs, Capacity Building, and DEI United grants)

Community Outreach and Partnerships:

(includes Resilient Communities and Rural County support that also covers Santa Fe)

Direct Services:

(includes 211 Helpline, the Family Advocacy Center and Tax Help New Mexico)

Rising Together:

Endowment/Restricted Planned Gifts:

Future UWNCNM programming: (through 2026)

Allowance for uncollectible funds:

\$6,713,647 \$4,045,732

\$2,150,000

\$1,765,921

\$901,289

\$651,853

\$238,270

\$192,995

\$300,000

In the 2023-24 fiscal year, we raised \$13.46 million in revenue and allocated \$3.56 million from prior campaign years, with \$9.95 million allocated to UWNCNM programs, grant funding, endowment, administration costs, and future programming. Additionally, designated gifts to other nonprofits and uncollectible funds totaled \$7.07 million. Our commitment to long-term support for agency partners remains unwavering, reflecting our dedication to community impact.

OUR FUTURE OUTLOOK

As UWNCNM celebrates its 90th anniversary and envisions the next 90 years, our commitment to building stronger, more resilient communities remains steadfast. With a forward-thinking approach rooted in collaboration and innovation, we anticipate a future where United Way continues to catalyze transformative change, empowering communities to overcome obstacles and realize their full potential.

Here are some of the ways you can join with us and take action to make an impact:

- For a growing number of U.S. households, financial stability is nothing more than a pipe dream, no matter how hard they work. These households are ALICE® Asset Limited, Income Constrained, Employed earning above the Federal Poverty Level yet struggling to afford basic expenses. United for ALICE in New Mexico will focus on providing essential assistance and support to these households across the state. Whether you are an individual, company, or a local organization you can join our effort! For more information, please contact Jeanette Brahl, NM Statewide ALICE Coordinator at 505.245.1740 or jeanette.brahl@uwncnm.org.
- To mark our 90th anniversary, we're actively seeking new Impact Investors to join us in making a difference. Our aim is to welcome 90 new Impact Investors in 2024! For more information, please contact Remi Ward, Major Gifts Officer, at (505) 532-3149 or remi.ward@uwncnm.org.
- United Way's Week of Caring is just the beginning of our efforts to connect volunteers with meaningful opportunities year-round. Join us in supporting nonprofit agencies throughout our five-county region by participating in service projects during our Week of Caring and beyond. Together, we can make a lasting impact in our community. Sign up at uwncnm.org/week-of-caring/.
- Join the movement!



Join United Way as we work towards impactful community involvement, fostering sustainable initiatives that benefit individuals and families across our state and communities.

IN MEMORIAM

TOCQUEVILLE SOCIETY DONORS:

Bill Collier
Harold L. Folley
Sharon Geist
Charles A. Haegelin
Henry Jaramillo
Bryant W. Lemon, Sr.
The Honorable James Parker
Sheila Peloso
Melvin J. Schwartz
Sharon Shea
Claudia Short
Conrad Strohacker
Peter Weinreb
Dr. Albert R.C. Westwood

OTHER DONORS AND VOLUNTEERS:

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Betsy Morrison James Pelner Sandra L. Ragan Carl Rinkenberger Warren D. Smalley Dennis S. Sterosky Charles B. Stillwell Sean Sullivan Kenneth E. Sutton, Jr. Paiboon Tangyunyong Dr. Wayne M. Trott Vicki Van Horn Bobbie C. Wade Patti White John L. R. Williams Linda K. Woodworth



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