

# Impact Report

Serving More People  
with Heart and Purpose







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\*Goodwill Industries of Southeastern Wisconsin and Metropolitan Chicago officially changed its name to Goodwill Greater Milwaukee & Chicago, effective June 2024.



# Welcome to Our Goodwill



## A LETTER FROM THE PRESIDENT & CEO

### Dear Friends of Goodwill,

In my long career with Goodwill, our success has always depended on the hearts and commitment of the people we serve with the collective support of our donors, shoppers, partners and dedicated team members. With responsibility for the greater Milwaukee and Chicago areas, we have significant opportunity to serve and impact more lives.

We have set ambitious goals and are focused on deepening our services in Wisconsin while fortifying our presence in the Chicago area. While our Goodwill has been serving Chicago since 1999, we are well-positioned to expand and grow. Leading with our extensive years of workforce development experience, we are stepping into serving teens and young adults and providing more workforce development solutions that will move more people into living wage employment opportunities and providing support to help them be successful in those jobs.

We continue to make significant investments in our donated goods retail business, the primary force to bring more mission to more communities. As the world continues to evolve, we are excited to engage with new donors and shoppers who are discovering Goodwill's value, unique finds and contributions to sustainability.

I am exceptionally proud to celebrate 25 years of partnership with the U.S. Navy creating high-quality jobs for people with disabilities in the Navy's largest food service operation at Naval Station Great Lakes and supporting Sailors and Recruits. I am honored to have been part of that work, which has touched countless lives within the U.S. Navy and the communities we serve.

After much listening and learning, we continue to make progress creating a more equitable and inclusive workplace, removing barriers for our employees to grow in their careers. We extend this thinking into our mission by providing resources that get them closer to sustainable and fulfilling employment. The work is never done; I am humbled by the conversations that anchor in the very foundation of who we are at Goodwill.

As we build momentum into 2024, we will continue our pursuit of **Connecting people to work. Preparing people for life.** We are focused on impact-oriented growth that propels our mission forward and creates profound opportunities to transform lives and communities.

Every year counts to us at Goodwill, and we are proud to champion the dignity of people and our planet every day. We are excited for what is ahead.

Sincerely,

Jackie Hallberg





## Funding Our Mission

Through our mission—**Connecting people to work. Preparing people for life.**—we enhance the dignity and quality of life for individuals and families by strengthening communities, eliminating barriers to opportunity, and helping people in need reach their full potential through learning and **The Power of Work.**

We intentionally serve marginalized populations within these communities, and lift up long-term pathways for individuals who have disabilities and disadvantages, veterans and military families, teens and young adults, and others who face barriers to employment. We are guided by three principles: Inspired by People, Power of the Whole, and Results Matter.


We call it The Goodwill Way.

## By the Numbers

 **50,000+** people served

 **4,000+** jobs started

 **5,556** employees

 **74** store and donation centers  
3,532,742 donor transactions  
8,591,930 retail transactions

 **7,000+** people served through our Workforce Connection Centers

 **100+** newly trained paraprofessionals through Goodwill TalentBridge

 **77** employees supported through the Employee Life Fund with more than \$46,000 of financial support

 **4,756** paid volunteer time off hours used by employees

 **535** local organizations supported, providing more than \$200,000 to the community for the Goodwill Cares Community Assistance Program

 **150 million+** pounds of clothing and household items kept out of landfills  
**Nearly 80 million pounds** sold in store and donation centers

**73 million+ pounds** sold to secondary markets



“

Our mission manifests our impact: Connecting people to work. Preparing people for life. We are on the ground working one-on-one in our communities and mobilizing at the local and regional policy level to help shift the trajectory of not only individuals, but also families across generations.

CLAYTON PRYOR  
Chief Mission Officer

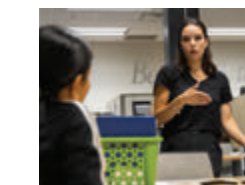
## Our Businesses

### GOODWILL STORE & DONATION CENTERS



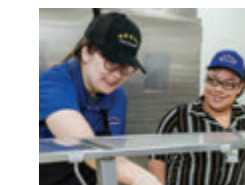
Goodwill Store & Donation Centers do triple duty by giving people a chance to earn a paycheck and independence, funding our operations through sales, and keeping clothes and household items out of landfills.

### GOODWILL TALENTBRIDGE



Goodwill TalentBridge is our full-service staffing and recruiting service, placing employees in entry-level through professional positions across industry sectors. Areas of focus include healthcare, manufacturing, education, business services, and finance and accounting.

### GOODWILL GREAT LAKES



Our Goodwill Great Lakes operation provides food service, administrative and logistic services to Sailors and Recruits at the U.S. Navy's only bootcamp, Naval Station Great Lakes, in Great Lakes, Illinois.

### LAUNDRY & LINEN SERVICES



Laundry & Linen Services employs, trains and supports people with significant disabilities, and processes more than nine million pounds of laundry annually for healthcare, the U.S. Navy, and clinics throughout our region.

\*Goodwill expects to exit its commercial laundry business as of August 2024.



# Connecting People to Work. Preparing People for Life.



## Impact for Workforce Development: Empowering Lives and Communities

As a recognized leader in workforce development, we proudly stand as a preferred neighbor and partner of choice across greater Milwaukee and Chicago. This year, we have deepened our commitment to making a significant impact on the workforce, touching the lives of countless individuals across both territories. We are guided by a steadfast belief in empowerment and inclusion, ensuring that no one is left behind.

Central to our approach is **Goodwill TalentBridge**, our full-service staffing and recruitment agency. With a history dating back more than 15 years, TalentBridge boasts a robust network of employer partners, with deep-rooted relationships that span various industries. These partnerships are testament to our role as thought leaders in workforce development, showcasing our ability to connect talent with opportunity in meaningful and sustainable ways.

Our **Workforce Connection Centers** offer free in-person and virtual comprehensive support to job seekers. We have six Workforce Connection Centers across greater Milwaukee and Chicago—three in Wisconsin and three in Illinois. In Wisconsin, we also meet people where they are through community access points at including Sojourner Family Peace Center and Milwaukee Public Library among others. These centers are designed to equip individuals with the skills and confidence needed to thrive in the workforce through mock interviews and resume support to job applications and training opportunities.

In 2023, we served more than 7,000 people through our Workforce Connection Centers and access points, providing the valuable training mentioned as well as going above and beyond to connect job seekers with important resources for housing and food. Together, the Workforce Connection Centers and the Goodwill TalentBridge team have formed strong partnerships and provided customized training and job placement opportunities local partners.

This holistic approach underscores our commitment to being more than just a program provider; we are a catalyst for change, driving workforce development forward through innovation, leadership and a deep understanding of the communities we serve. As we continue to build on our legacy of impact, Goodwill remains dedicated to empowering individuals, fostering partnerships and enriching communities across greater Milwaukee and Chicago.





“

The real key to our success lies in our community connections that we make through our mission programs and workforce development solutions.

**SUZANNE MALDONADO**

*Vice President, Goodwill TalentBridge*



#### A CLOSER LOOK

### Goodwill TalentBridge

Our **Goodwill TalentBridge** solution helps job seekers and our employer partners navigate the dynamic labor market. To help close the gap between the skills that employers today are looking for and available talent, we draw upon Goodwill's more than 100 years worth of community connections and our constant conversations with employer partners about their talent acquisition needs.

Our work is strongly relationship driven and fueled by our mission. On the talent side, we connect people with employers and help them navigate work opportunities. On the employer partner side, we focus on education about the workforce and how to find people with the right skill set for any given position, and then build support programs for that talent so the relationship can succeed.

We recognize that there continues to be a need and significant opportunity for our employment partners to engage with authenticity, providing clear pathways for career advancement, sustainable wages and avenues to contributing positively to communities. This approach not only addresses immediate workforce needs but also fosters a culture of genuine support and opportunity, ensuring a thriving, mutually beneficial environment.

“

After a difficult situation I found a friend in Goodwill. A Goodwill employee reached out to me and gave me words of encouragement at a time when I badly needed to hear them. Then she sat me down to look at my resume and helped me understand how to better communicate my skills. The respect and support I received helped me secure a job.

**ANTONIO**

*Sales Associate Cashier*



#### A CLOSER LOOK

### Workforce Connection Centers

Believing firmly that a livable wage is the foundational step toward achieving sustainable income, housing and improved life quality, our **Workforce Connection Centers** supported more than 7,000 individuals across greater Milwaukee and Chicago in 2023. We provided crucial support to many who were new to the workforce, including low-income or out-of-school teens, people involved with the justice system, or facing other employment barriers.

In our efforts to extend our impact, we shifted our focus towards community engagement, ensuring our services reached the heart of communities with the most pressing needs. This approach led us to offer our support through the **Milwaukee Public Library** and collaborate with organizations such as Wisconsin's **Sojourner Family Peace Center**, aimed at domestic violence prevention and intervention.

Looking ahead to 2024, we are committed to providing more tailored training opportunities designed to empower individuals seeking to advance their professional skills and career goals to meet the unique needs of people we serve more directly and effectively.



## Impact through Partnership: Powering our Communities Together

Our expansive network of employer partners is a cornerstone of our success and influence in workforce development. Spanning a diverse range of industries, from manufacturing and technology to healthcare and retail, these partnerships reflect the depth and breadth of our deep-rooted relationships, cultivated with care and mutual respect over the years and enable us to offer unparalleled opportunities to our workforce. They not only enhance the quality and variety of job placements available through Goodwill TalentBridge but also enrich the training and support provided by our Workforce Connection Centers. With these partnerships, we ensure that our programs are aligned with industry needs and are responsive to the evolving job market.



### GOODWILL @ WORK

After being incarcerated for 20 years, Ronnie was ready to start a new life. In early 2023, shortly after his release, he was determined to make better decisions to achieve the goals he set for himself. He enrolled in the Professional Employment Skills Training program at our Workforce Connection Center in Englewood, Illinois, where he learned basic computer skills, attended workshops to enhance soft skills like communications, created a resume, and practiced interview etiquette. He also worked with us to create an employment plan. Today, Ronnie is employed full-time as an upholsterer, and is also working towards his long-term goal of owning his own home and vehicle.







## Impact for the Workforce of the Future: Paving the Way for Success

In 2023, we introduced services for teens and young adults. Nearly five million teens and young adults ages 16-24 are disconnected from school and the workforce. This leads to lower earnings, less education, worse health and less happiness over time. Our workforce development solutions provided education and training opportunities, mentorship and support services. In collaboration with schools and community partners, we are helping these individuals experiencing disconnection build confidence, grow their skills, identify employment pathways, and pursue work and education opportunities.

### Empower Youth: Career and Training Development

Many teens and young adults need access to resources to map a pathway to the life they dream of—and we're on a mission to ensure that no dream is out of reach. To help the workforce of the future take the first step in shaping their lives, we developed the **Empower Youth: Career Training and Development program** to provide job readiness training and placement support to help teens and young adults ages 16 to 24 prepare for and find their first or next job. Our case managers help participants realize their potential, overcome obstacles, and become a mentor throughout the process.

When we open the door to opportunities, we can help build a foundation for a lifetime of sustained employment, career advancement and self-sufficiency. Empower Youth links participants to resources like our Workforce Connection Centers, Goodwill TalentBridge, and other community services to offer ongoing support and personalized care throughout their lives and career journeys.

#### WE PROVIDE:

- **Job readiness training** to prepare for the workplace
- **One-on-one support** in finding and applying to jobs
- **Coaching** to sharpen interview skills
- **Access to apply** to part- and full-time jobs with local employers
- **Connection to community resources** to navigate challenges
- **Supportive services** to help get started in a new role



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Empower Youth ignites hope and exposes teens and young adults to experiences and resources they may not have access to. By helping place them in jobs we meet a financial need for many and provide guidance and resources not typically offered by employers, which can ultimately be life changing.

DIANA MUÑOZ

Director, Youth Engagement

### GOODWILL @ WORK

Experiencing difficulties with obtaining employment and working through behavioral and mental health challenges, Jordan joined the **Empower Youth program** with a goal to secure permanent employment to become more self-sufficient. He received job readiness training and learned how to network, gaining valuable connections to take with him throughout his career. The program provided transportation assistance so Jordan could attend the training sessions as well as access to apply to employment opportunities throughout the Chicagoland area.

“The program gave me the confidence and self-awareness I needed to stand in front of hiring managers and share my skills, experience, and interest in their company,” shares Jordan. After completing the program, Jordan was offered a permanent retail position at the Goodwill Store & Donation Center in Chicago's West Loop, where he is thriving and has since started a new role as a sales associate.

Jordan's Goodwill case manager, Benji Junious, continues to serve as a mentor as Jordan retains employment: “Jordan takes initiative, outperforms, and has worked through behavioral and mental health challenges to be successful in his role and is growing more each day,” Benji says of Jordan's shining work ethic.



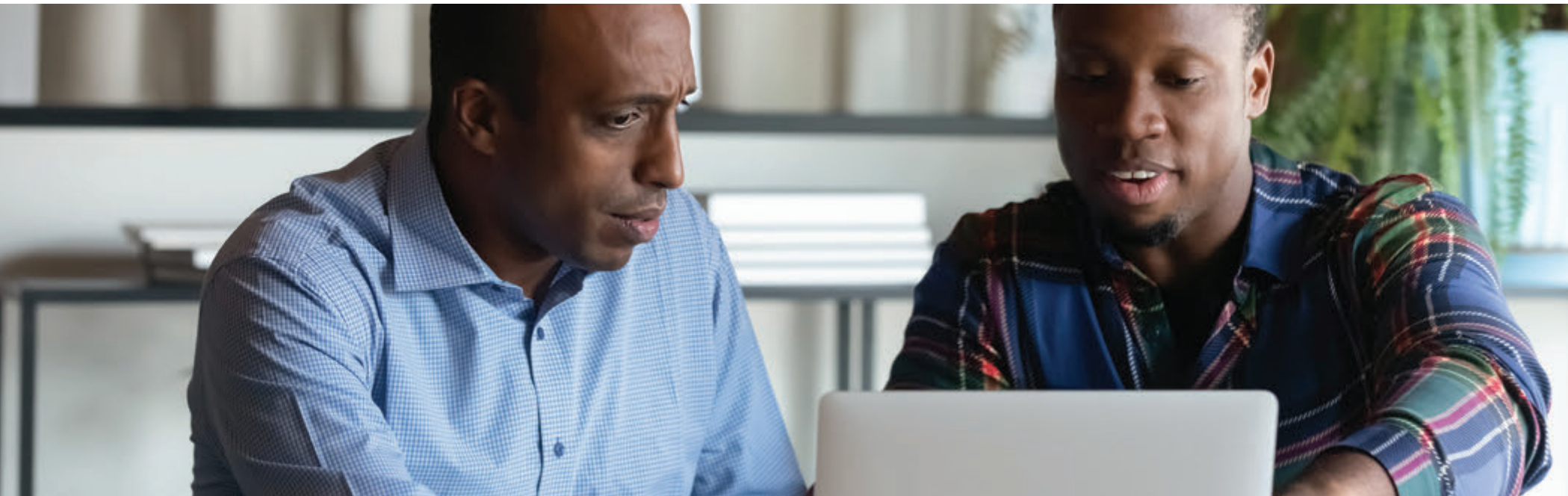




## Boys and Men of Color: Creating a Network of Support

At Goodwill, we believe in creating networks of support that foster successful employment outcomes for people from underrepresented communities who desire to establish meaningful careers. In 2023, we continued to scale our commitment to the **Boys and Men of Color program**, an adaptation of a national impact platform that offers an eight-week paid learning and mentorship experience specially geared towards men of color, ages 18 to 30, within our service areas in Cook County, Illinois, and Milwaukee County, Wisconsin, combating the experience of those facing barriers that limit access to employment opportunities.

Boys and Men of Color teaches essential skills for success in the workplace such as communication, teamwork, professionalism, problem solving and time management. The program also provides personal development experiences such as goal setting, financial education, and peer networking that expose participants to career paths within Goodwill. Participants are connected to a Goodwill advisor who helps them map their pathway to a fulfilling future by assisting in creating a personalized development plan and setting goals for long-term success. Participants keep receiving support after completing the program.



## Leading the Conversation

At Goodwill, we are marching into Chicago to provide workforce development support and partnership through our mission. Our focus as a thought leader is not on showing up to the table, but on building the table where our communities need them. In that spirit, we started partnering with the **Chicago Access Network Television (CAN TV)** channel to organize and broadcast the **Goodwill Workforce Development Leadership Forum**, which convened other thought leaders, including the Chicago branch of the Federal Reserve Bank, to talk about removing barriers to employment for various populations. The Forum is one way we are bringing awareness to critical topics, and the programming we are sponsoring on CAN TV helps us engage on social impact issues that align with programs like Empower Youth and Boys and Men of Color.



### GOODWILL @ WORK

Rico is a graduate of Goodwill’s **Boys and Men of Color program**. “Getting to speak to other men of color in a safe space made me feel supported and like I could have brought up anything,” reflects Rico on his experience in the program. During those eight weeks, Rico gained a better understanding of how to manage his work relationships and best present himself through enhanced communication skills, created a long-term financial plan to achieve his goals, increased his mental health awareness, and identified areas of improvement to help him achieve career advancement into a leadership position. Now, Rico works as a retail associate at the Goodwill Store & Donation Center in Melrose Park, Illinois.



## 2023 By the Numbers



**8,617,684**  
meals served



**3,044,701**  
pieces of mail handled



**2,282,285**  
uniform items issued



## Impact for 25 Years: Serving the Needs of the U.S. Navy

This year marked 25 years of our partnership with the U.S. Navy, which has steadily evolved from providing back-of-the-house-only services into providing support throughout the Sailor's and Recruit's day. **Goodwill Great Lakes** creates a home away from home for Sailors and Recruits in the U.S. Navy's only bootcamp, Naval Station Great Lakes, in Great Lakes, Illinois. We manage all food services, uniform distribution, postal services, warehousing, and shuttle transportation around the base. This empowers the U.S. Navy to meet its mission while allowing us to serve ours: **Connecting people to work. Preparing people for life.**

At the heart of Goodwill Great Lakes is the AbilityOne program, which employs, trains and supports individuals with significant disabilities to help them become independent individuals who contribute to their communities, many of which lie within 20 miles of Naval Station Great Lakes. Our Goodwill Great Lakes employees, which include veterans or civilians who wanted to enlist but did not meet the requirements, take great pride in serving their country alongside the Sailors and Recruits. They are especially proud during the holiday season to create festive menus and a warm atmosphere for young Recruits, many of whom are away from their homes and families for the first time.

Our relationship with the U.S. Navy has been repeatedly recognized as a stellar example of a true partnership and we are proud to celebrate 25 years together.

“

It's awesome to have a job at Goodwill working for the Navy. I love working with all kinds of people to help them learn how to best do their jobs. I also enjoy helping brand-new Recruits learn how to correctly turn in their trays to the scullery. It's their first couple of days, and they'll soon be assigned into their barracks.

**MARY MCQUEEN**  
Food Service Worker and  
Scullery Lead, Goodwill  
Great Lakes





# Our Community Impact



## Impact with Employees: Our Diverse and People-First Team

Bound together by our passion for our mission and wanting to make a difference in our communities, our people are at the center of everything we do. We believe that a career must be personal and authentic in order to be lasting—and that the good work we do out in the world starts with how we care for our own team members.

Our employees are our first community, and we are focused on cultivating a workplace where everyone is welcome and the experience of everyone matters. We recognize that acknowledging our commonalities and harnessing our differences enables us to achieve our mission: **Connecting people to work. Preparing people for life.**

We are cultivating a workplace where every voice matters and we practice **inclusive leadership**.

We care about the **experience of our employees** across the organization and along generational, ethnic and gender lines. Our goal is to make sure our employee programs are designed to meet people where they need programs or services.

One of those programs is our **Career Coaching program**, which launched in 2023. The program provides professional development to support the growth of our employees. Employees are paired with a career coach to navigate how to create a career path, think through lateral and linear moves, and advance earning potential.

The launch was so successful that we have created a plan to scale the program to reach more employees in 2024 and beyond. Customized programs, in addition to increased accessibility to them, will be an important part of how Our Goodwill shows up for its people in the future.

“One of the big ties that bind us all at Goodwill is our continued passion and the commitment to our mission.”

**NICOL BRITTEN**  
Senior Vice President,  
Human Resources

WE ARE

AUTHENTIC · INCLUSIVE · CONTINUOUSLY MOVING · ALWAYS STRIVING TO DO BETTER AND MORE · POWERED BY RELATIONSHIPS · LIFELONG LEARNERS



## GOODWILL @ WORK

We launched our inaugural **Career Coaching program** to actively support employees of color in crafting personalized career development plans. This program seamlessly integrates skill-building, coaching, and professional networking to empower participants in pursuing their career aspirations and advancement within the organization. Through this initiative, we aim to accelerate the career trajectories of 12 employees by equipping them with valuable tools and resources for success. The program offers participants the opportunity to showcase their skills and articulate their future goals.



“  
The Career Coaching program opened my eyes to all the possibilities within Goodwill. Through the program, I became more confident and was able to strengthen my skills.”

**TERESA GALVAN**  
Retail Supervisor, Aurora Store & Donation Center

## Lifting Up Our Employees

We further scaled our **Employee Empowerment Network** to extend our mission services from the inside out within our store and donation centers to help our team members overcome the same barriers to employment as the people in our communities. In 2023, we confidentially enrolled 248 employees in the program with concerns related to economic stability, including emergency housing, rent and utilities assistance, and childcare.

Our **Employee Life Fund** also helped support 77 individuals during times of personal financial crisis when help was needed the most.

We are proud to support our workforce by encouraging a balance between home and work so that they have time to care for their families, do more of what they love, and focus on what led them to Goodwill in the first place: giving back to their communities. As a result, our employees volunteered 4,756 hours as part of our **paid volunteer time off** policy for full- and part-time staff to serve their communities with our support.



## Empowering Communities Beyond Business

**Acts of Goodwill** is our employee volunteer program that supports non-profit community organizations, including our own, help people address barriers to work. The pride that our people take in helping others provides a way for them to give back while using paid volunteer time off. In 2023, our workforce completed 252 Acts of Goodwill, supporting 115 partner organizations across the greater Milwaukee and Chicago area.

## Inclusive Community Impact

At Goodwill, we are dedicated to creating an environment where everyone feels valued and has the opportunity to thrive. Our approach to inclusivity extends beyond our workforce to our partners, program participants, job seekers and the communities we proudly serve. By embracing diverse perspectives and backgrounds, we can break down barriers to employment and foster a more equitable society.

Our efforts to ensure equitable employment experiences are designed to empower all employees, whether assisting customers in our store and donation centers, contributing in our offices, or supporting our program participants. It's about more than just belonging; it's about providing meaningful opportunities for growth and development within our organization.

### Strengthening Community Ties

Our commitment to the community is reflected in our partnerships. We collaborate with organizations and businesses that share our dedication to making a positive impact. By aligning with like-minded partners, we enhance our ability to effect change and enrich the communities we're a part of.

We leverage our expertise in workforce development to offer innovative solutions that address employment barriers, aiming to create a more inclusive job market for those we serve. Our doors are open to everyone in the community, encouraging them to shop and donate, thereby directly contributing to the prosperity of their neighborhoods. This cycle of support reinforces our mission to connect individuals with the resources they need to succeed.

### Promoting Supplier Diversity

Our commitment to diversity extends to our supply chain. We recognize the value of partnering with diverse suppliers and are dedicated to fostering these relationships within our local communities. By setting deliberate targets, such as allocating a specific percentage of our controllable spending to diverse suppliers, we aim to be a catalyst for growth and opportunity in the communities we serve.

Our goal is not just to meet these targets but to surpass them, demonstrating our ongoing commitment to being a valued community partner. Through these efforts, we contribute to the economic vitality of our communities and ensure that our supply chain reflects the diversity and dynamism of our society.



# Maximizing the Value of Every Donation



## Impact with Shopping and Donating: Protecting the Planet One Donation at a Time

Our Goodwill was founded on a triple bottom line philosophy of people, planet and prosperity more than 100 years ago—long before the term sustainability became part of mainstream or corporate culture. It all started in 1902 when our founder began collecting household goods and clothing, and then training and hiring people in need who wanted “a hand up, not a hand out,” to mend and resell the items or take them home themselves to use.

This vision is carried out today in our store and donation centers. At the heart of this work are Goodwill’s thousands of team members. Our people are passionate about our goal of maximizing the value of every single donation. What that means in practice is that we take a relentlessly systematic approach to keep goods out of landfills through repurposing, recycling, or, as a last resort, responsible disposal. This isn’t always easy, but it’s work that we strongly believe in. This year, we were proud to be able to keep more than 150 million pounds of clothing and household items out of landfills through our efforts.







**GOODWILL @ WORK**

Goodwill realizes the value of employing older workers and provides a flexible schedule and accommodating environment for community members like Jo Ann Robson, a long-time Goodwill shopper who is not shy about being 80 years old. She shopped at our Evanston Store & Donation Center during COVID-19 to search for puzzles to help her isolate. Jo Ann had found a great community, and a few years later, she joined Goodwill as a sales associate. “Goodwill keeps me active—I even recently purchased a steps tracker,” shares Jo Ann. Her care for Goodwill and the people who come into the shop can be felt from the donated goods lovingly displayed, to the shoppers kindly helped in finding their next thrifted treasure.

Jo Ann’s life experiences are helping Goodwill build a supportive community. With a background as a civil attorney, administrative law judge, public defender and a civil rights activist, she is an advocate of diversity, equity and inclusion practices. She recognizes the challenges communities face, makes a point to speak up for what is right, and is passionate about interacting with young adults working at the store and donation center. “I am passionate about helping young people of diverse backgrounds navigate transitioning into new and fulfilling careers, especially when college may not be in the equation.”



“Our store and donation centers are modern, efficient and self-sustaining, meaning that when evaluating new locations, we consider the need for jobs in the area, the ease of commuting for employees, whether or not a mission component in the form of a Workforce Connection Center would be a valuable addition, and more.”

**CLAYTON KALWEIT**  
*Vice President, Real Estate & Facilities*



**Leaning into Innovation for a Brighter Future**

**Reimagining Retail: A More Holistic Ecosystem**

Our Goodwill is made up of an increasingly integrated network of store and donation centers, outlets, and our first member-led e-commerce platform, GoodwillFinds.com, that are integral to funding our mission. They do triple duty by giving people a chance to earn a paycheck and independence, funding our operations through sales, and keeping clothes and household items out of landfills. Our efforts have contributed to ending cycles of unemployment and reversing poverty as many families were struggling.



**OUR AMBITIONS**

Our opportunity in retail is to leverage innovation and technology to help us price the donations we receive at our store and donation centers, and collect stronger data around what our customers are buying.

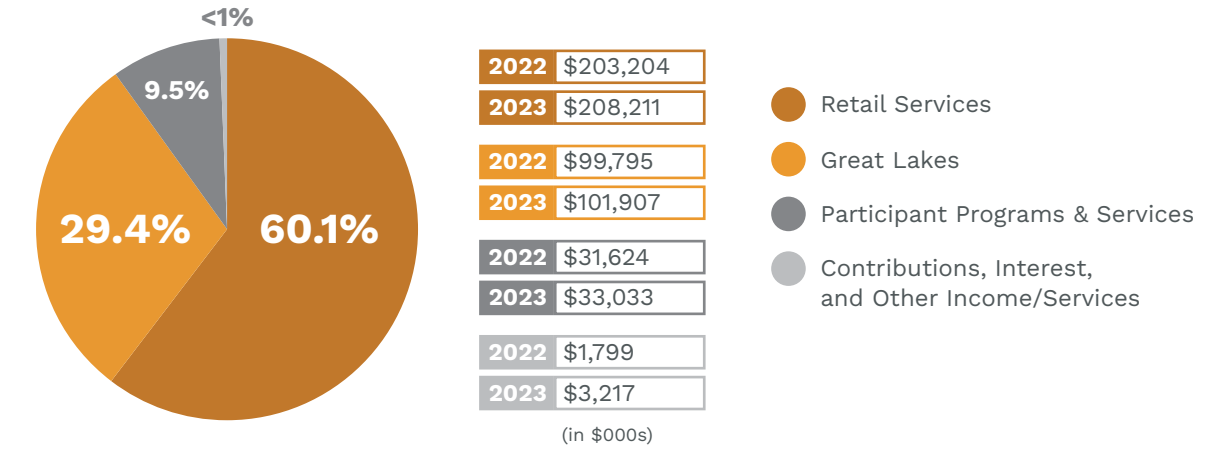


# Organizing for Good

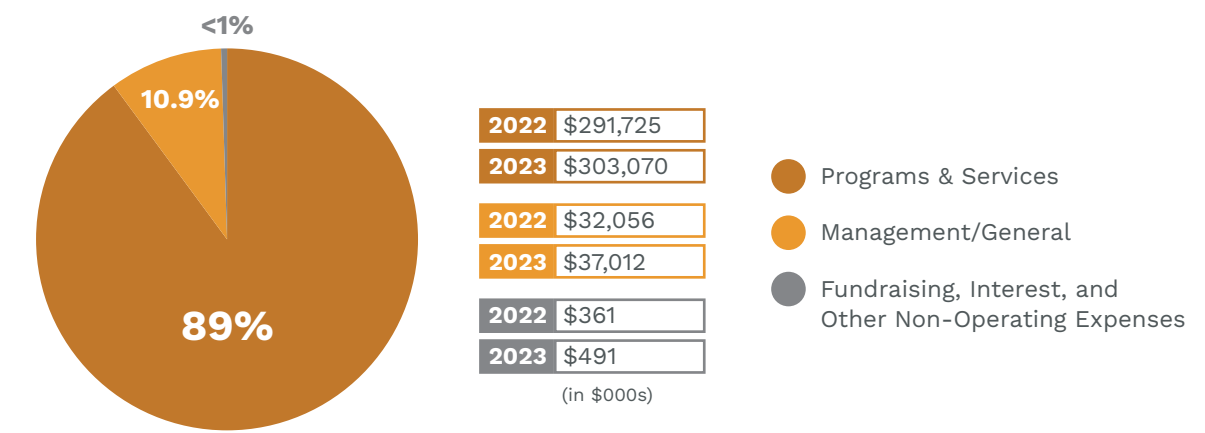


## 2023 Financials

### SOURCES OF REVENUE AND SUPPORT

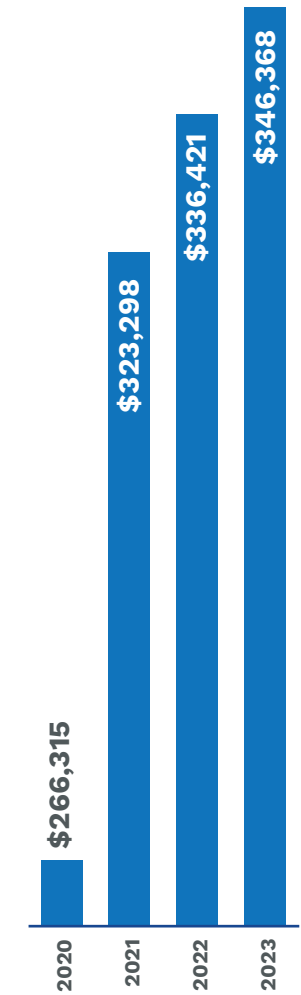


### ALLOCATION OF EXPENSES



### REVENUE AND SUPPORT

(in \$000s)





## Our Donors

### \$100,000+

BMO Harris Bank

### \$50,000-\$99,999

Anonymous

Donald Driver Foundation/ Lammi Sports Management

Ann C. Kesting Estate

### \$20,000-\$49,999

A.G. Cox Charity Trust

Anonymous

Greater Milwaukee Foundation

JayKay Foundation Fund

Ted and Arleen Koenigs Designated Fund

### \$10,000-\$19,999

A.O. Smith Foundation, Inc.

Adreani Foundation

Jim and Lisa Borris

Greater Milwaukee Foundation

A. Walter and Elsa K. Seiler Fund

James O. Wright Fund

Ms. Jackie Engen Hallberg

Mary L. Medlock Trust Fund

Paul and Joan Rubschlager Foundation

The Silseth Foundation

U.S. Bank Foundation

Wispect Foundation

Zilber Ltd.

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

Anonymous

Mr. Jeff Docalavich

Dr. Scholl Foundation

DuPage Foundation

Mr. and Mrs. Daniel L. Goelzer

Greater Milwaukee Foundation

A. W. Asmuth Family Fund #2

Paul P. Lipton Fund

Rodney F. Park and Betty Park Family Fund

Elizabeth McNally

Richard and Maribeth Meeusen

Ott Development, Inc.

The Reese-Klovens Family Fund

Reinhart Foodservice, LLC

Mason and Julie Ross

Mr. Thomas R. Savage

### \$2,500-\$4,999

Mr. and Mrs. Michael G. Beemer

Mr. and Mrs. Kenneth Bonvicini

Nicol Britten

Basil and Heather Buchko

Mr. Dennis Chacko

Kathleen K. and John A. Chapman

Tom and Cathy Girard Worden

Michelle D. Greene

Tim and Catherine Mattke

Prospect Fund at The Chicago Community Foundation

Mrs. Charlotte Reed

Edward Sample

Mr. Randall Santel

Ayom and Gabrielle Siengo

Mr. Liqiang Zhang

### \$1,000-\$2,499

1335 Foundation

Frances Adams

Anonymous

Anonymous Fund of InFaith Community Foundation

Mr. and Mrs. Cliff Asmuth

Barbara Bloom Kreml Charitable Fund

Ms. Julia M. Carr

Thor and Joni Christensen

Mr. and Mrs. Matthew S. Coburn

Ms. Joan E. Cook

Mr. and Mrs. Bruce Davidson

Ms. Julie Deming

Skip and Jacqueline Dexter

Mr. Robert W. Flynn

Willard A. Fry, M.D.

Mr. Dean N. Gerber

Joanne and Richard Glaser

Laura H. Gough

Anita Guerrero

Deloris Hall

Ms. Amy Hart

Crystal Hayes

Ms. Judy Van Elk Huizinga

Bradley J. Kalscheur

Mr. and Mrs. Michael Keiser Donor Advised Fund at The Chicago Community Foundation

Mr. and Mrs. Ted D. Kellner

Gail Kellogg

Mr. and Mrs. Robert J. King

Gordon and Carolyn Kirk

Mr. and Mrs. Timothy S. Laughlin

Susanne and Tony Maldonado

Mr. and Mrs. Theodore R. Maynard

Mr. Shawn McCourt

Ms. Laurie Ocepek

Perspective Design, Inc.

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