

At Work For The Planet

SCA FY24 ANNUAL REPORT



student
conservation
association

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On the cover

SCA Olympic National Park
Backcountry Trail Team
crew member Cale Sprouse.

PHOTO: RAFEED HUSSAIN



LIDIA SOTO-HARMON
PRESIDENT & CEO

MESSAGE FROM THE PRESIDENT

As the largest provider of hands-on environmental conservation programs for youth and adults, the Student Conservation Association remains committed to building the next generation of conservation leaders while increasing equity in the outdoors.

Last year, the SCA engaged more than 2,000 program participants in hands-on environmental conservation programs from coast to coast, who collectively provided over 1 million hours of service across federal, state and local public lands and urban green spaces.

Additionally, program participants provided more than 370,000 people with outdoor education and outreach, built or improved nearly 2,500 miles of trails, improved more than 618,000 acres of wetlands and improved over 770,000 feet of shoreland and waterways.

In the year since joining the SCA as president and CEO, I am immensely grateful for the lessons learned, the relationships forged and the impact we have made as a team on the world around us.

The Student Conservation Association truly offers something special. With your generous support, we can continue our legacy of building the next generation of conservation leaders who are dedicated to protecting the environment and the communities we serve.

A handwritten signature in black ink that reads "Lidia Soto-Harmon". The signature is written in a cursive, flowing style.

WHO WE ARE

The Student Conservation Association (SCA) is the largest provider of hands-on environmental conservation programs for youth and adults.

Program participants protect and restore national parks, marine sanctuaries, cultural landmarks and community green spaces across the country. By working with the SCA, program participants gain a deeper understanding of environmental issues, cultivate a sense of social responsibility, and hone their leadership abilities.

The SCA is devoted to building equitable access to nature, providing green job opportunities for young people and teaching members how to become environmental stewards. Founded in 1957, the SCA is committed to building the next generation of conservation leaders dedicated to the lifelong protection of the environment and the communities we serve.



OUR MISSION

The SCA's mission is to build the next generation of conservation leaders and inspire lifelong stewardship of the environment and communities we serve by engaging young people through hands-on service projects.

OUR FOUNDER



The SCA was founded in 1957 by Liz Putnam while attending Vassar College. For her senior thesis, she modeled the SCA after the 1930s Civilian Conservation Corps and enlisted student volunteers to assist with the upkeep of U.S. national parks and public spaces.

“I was raised to believe that we are all responsible for taking care of this earth and that we must always give something back. The SCA started so we can help our country by protecting this land for future generations. I believe we all can make a positive difference in our lives.”



Our Programs

The SCA provides an array of programs designed for a range of ages and a variety of conservation needs.



URBAN GREEN

Our Urban Green Program advances innovative climate solutions, prioritizes environmental justice and youth development, and leverages the strength of public-private partnerships. Urban Green provides young people with paid green jobs, including single-day service projects, seasonal work and yearlong internships or fellowships. Urban Green also offers continuous programming for young people, beginning with Urban Treehouse, where leaders engage students (ages 6-18) in environmental education. As these students grow, they can transition to working on our youth crews (ages 15-19) throughout their high school years.



NATIONAL CREWS

Our National Crews for high schoolers complete essential service projects during the summer at national parks, forests, and wildlife refuges all over the country. Crew members work on building trails and other restoration projects in national, state or local parks. Participants live on-site in tents, cook their own meals and get to explore local outdoor recreation opportunities on non-workdays.



CORPS

Our Corps Programs generally take place in the backcountry (remote areas), where members build trails, prevent forest fires or restore critical habitat. Teams typically live together in a cabin or other central location and work on short-term, focused work trips (known as “hitches”) that are guided by SCA Field Leaders. Other Corps Programs work in urban or rural communities, where crew members team up to provide environmental education or public outreach. Participants may live together at one site or work at individual sites within the same region.



INTERSHIPS

Our Conservation Internships have a wide range of focuses, from monitoring sea turtle nests on Florida beaches to developing a social media strategy for a sprawling wilderness preserve in remote Alaska. Interns work directly with experienced professionals, develop job readiness skills and make substantial contributions to protecting the planet.



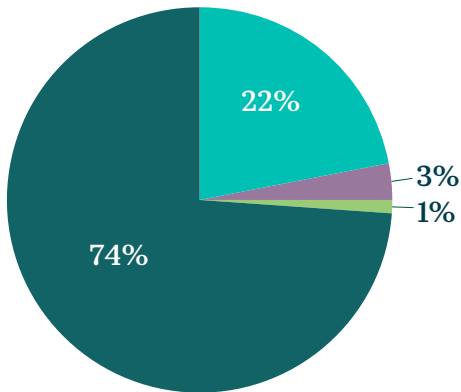
WILDLAND FIRE ACADEMY

The SCA has partnered with the U.S. Forest Service to confront the current climate-driven wildfire crisis by launching the SCA Wildland Fire Academy in Fall 2023. By joining forces, both the SCA and the Forest Service hope to increase the number of women and people of color entering the field while also increasing the overall amount of trained wildland firefighters and fuels staff entering the profession.

Financial Overview | FY24

A full copy of the financial statements of the Student Conservation Association will be available on our website, thesca.org, in 2025.

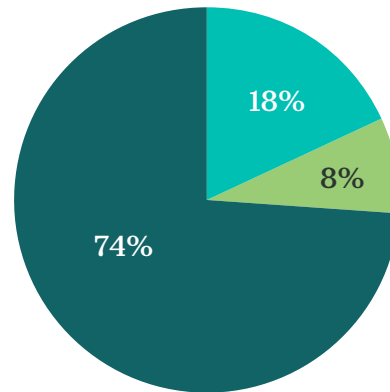
REVENUE



- Government contract: \$35,968,845
- Grants and Contribution: \$10,509,898
- Other: \$1,708,975
- Donated Goods & Services: \$484,125

Total: \$48,671,843

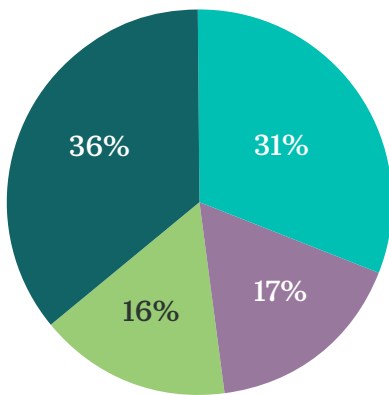
EXPENSES



- Program Expenses: \$35,929,162
- Fundraising: \$8,754,881
- General & Administrative: \$3,603,745

Total: \$48,287,788

PROGRAM EXPENSES



- Interns: \$12,863,344
- Corps: \$11,022,758
- Residential: \$6,151,322
- Urban: \$5,891,738

Total: \$35,929,162

Our Impact | FY24

Since 1957, the SCA has provided more than 100,000 young people with opportunities to protect the planet through conservation projects at national parks, state forests and urban green spaces nationwide.



2,056

SCA members in FY24

855 Conservation Interns	713 Urban Green & National Crew Members	488 Corps & Leader Crew Members
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1,193,990

total hours of
conservation service



2,448

miles of trail built
or improved



373,432

people received
education & outreach



618,443

acres of land or
wetland improved



771,130

feet of shore/
waterway improved



TRANSFORMING LIVES THROUGH SERVICE TO THE LAND:

89%

are more likely
to accomplish
challenging tasks

89%

feel more
confident

86%

are better
able to
communicate

90%

know more
about working in the
conservation field

91%

are better able to
work with people
with different
views and
backgrounds

81%

are more
interested in a
conservation-
related career

88%

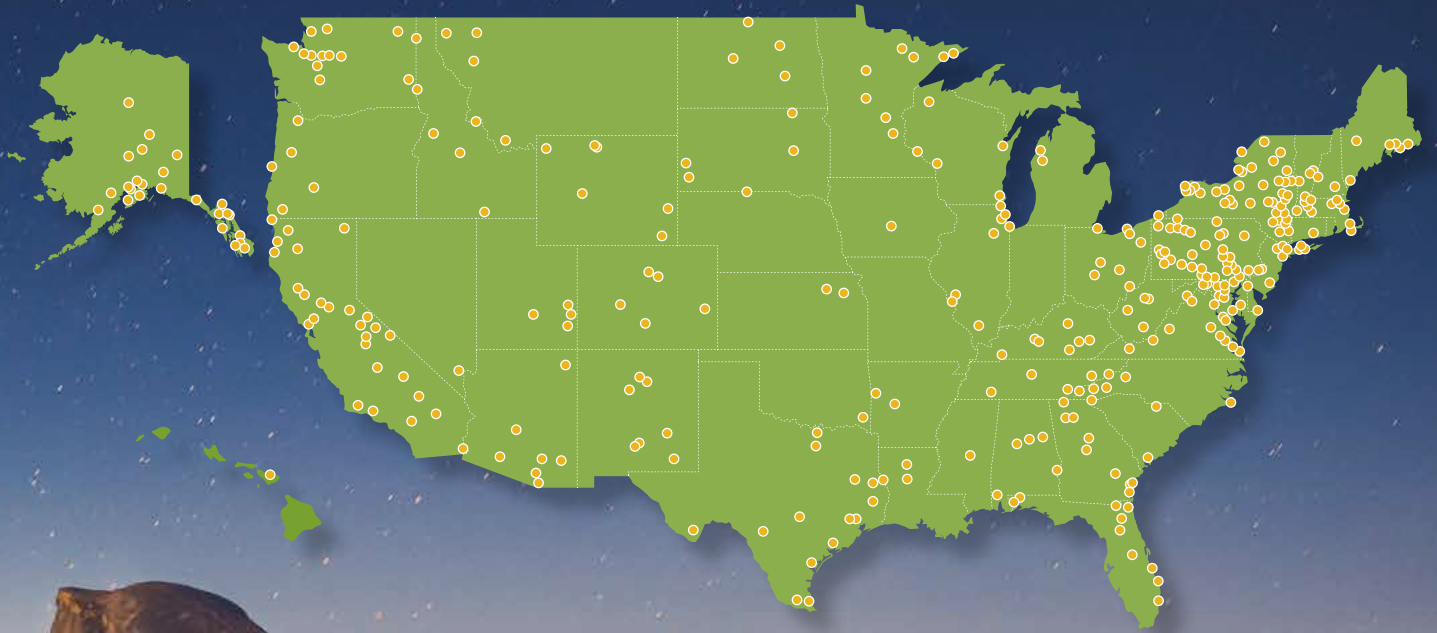
are more
knowledgeable
about conservation
issues

86%

are more likely
to teach others
the importance
of conservation

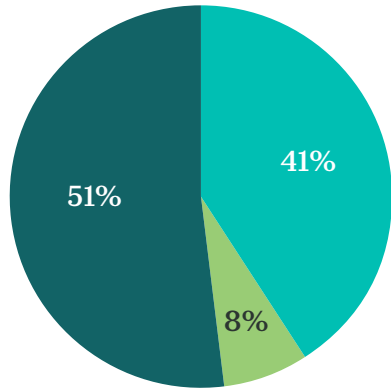


IN FY24, THE SCA COMPLETED
CONSERVATION PROJECTS AT
363 SITES ACROSS THE U.S.



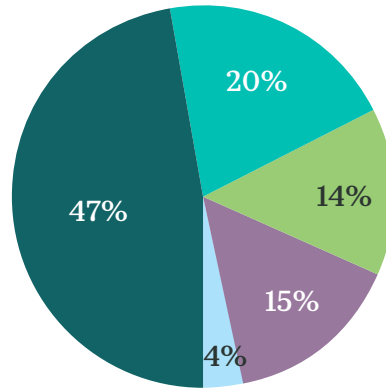
Participant Demographics | FY24

GENDER



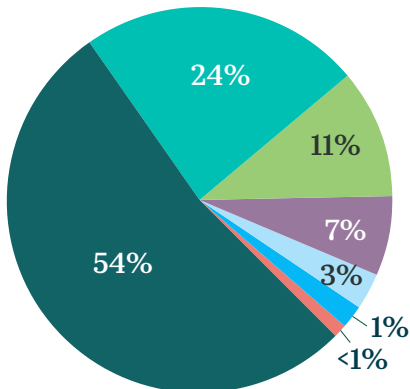
- Identify as Female
- Identify as Male
- Chose not to Identify

AGE



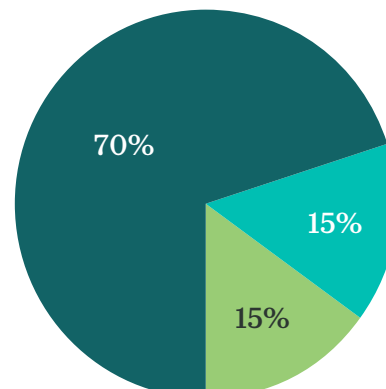
- 21 and Above
- 15-17
- 18-19
- 20-21
- 14 and Under

RACE



- White
- Chose not to Identify
- Black or African American
- Two or More Races
- Asian
- American Indian or Alaskan Native
- Native Hawaiian/Other Pacific Islander

ETHNICITY



- Not Hispanic or Latino
- Hispanic or Latino
- Chose not to Identify



PHOTO: STUART SLAY



PROGRAM SPOTLIGHT

Coming Together To Protect Indiana's Natural Wonders

As one of the most industrialized parts of the country, Northwest Indiana is no stranger to environmental concerns ranging from poor air quality to contaminated waterways. To help preserve and protect the region, the SCA fielded its first community conservation program there in 2016.

Since then, more than 10,000 trees have been planted across the region to increase the urban forest and overall tree canopy. Planting trees and maintaining the tree canopy have lasting benefits, including absorbing pollution, preventing soil erosion, and providing much-needed protection from the blazing sun.

The region also suffers from disproportionately high health concerns, such as high rates of asthma and diabetes, coupled with high energy costs, a lack of green space and issues with toxic wastewater management. By planting and maintaining trees in the area, the SCA is contributing to lasting improvements in the health and ecosystem made possible by the area's expanding tree canopy.

Last year, the SCA hired Leo Sawyers, a multi-year alum, as its first Community Program Manager dedicated to the region to increase conservation efforts there.

“There were many things for me to learn and study, and I am greatly looking forward to new opportunities in the future as I continue to immerse myself in the field of conservation.”

TARAH SHAW



"I'm excited to see how we can transform the region. There is a growing need for the work we do," said Sawyers, 29, of Hammond, Indiana. "With the expansion of Urban Green, it's a really great time to be in this space."

The area is also home to Indiana Dunes National Park, where, over time, wind and waves have shaped glacial sands into dunes nearly 250 feet high along nearly 15 miles of Lake Michigan shoreline, boasting a rich mosaic of habitats.

"My experience was exciting and rewarding," said SCA crew member Ian Enriquez. "I find the maintenance of natural habitats, from flora and fauna to mammals, and for this area, reptiles, to be one of importance."

In partnership with the National Park Foundation and onX, a recreational navigation app company, the Northwest Indiana Dunes Restoration Crew teamed up with the SCA's Chicago Women's Conservation Crew and Northwest Indiana Calumet Tree Conservation Corps to work alongside National Park Service Indiana Dunes staff to remove invasive species.

"My time at the dunes was not only productive, but it was fun and refreshing as well. From the majestic

oaks that towered above me to the tiny prickly pears that sprinkled the forest ground, I felt very at home and thoroughly enjoyed working outside and spending time with people from different organizations," said SCA crew member Tarah Shaw. "There were many things for me to learn and study, and I am greatly looking forward to new opportunities in the future as I continue to immerse myself in the field of conservation."

The crews worked at the site for two days, removing as many of the target species as possible. They also went on a group hike to learn about the local ecosystems at the park. With the unwanted invasive species out of the way, the remaining native plants will no longer be crowded and will finally have more room to grow.

"Working on the Dunes joint days was an amazing experience. Getting to see what other members in this field do to help take care of our forests was very educational. Just being in the forest alone was enough to make my day," said SCA crew member Bella Evelia. "Learning about invasive species and how and why we need to either remove or control them was very interesting. Being able to clear areas and knowing that native trees will now be able to grow and thrive there was humbling."



PROGRAM SPOTLIGHT

Restoring the Appalachian Trail

The SCA's National Conservation Crews for high schoolers offers program participants a chance to visit places they've never seen before and enjoy nature at its best. While working on the crew, participants live on-site in tents, cook their own meals and get to explore local outdoor recreation opportunities on non-workdays.

This summer, the 2023 Appalachian Trail National Crew spent four weeks along mile 1,977 of the Appalachian Trail near Rangeley, Maine, in partnership with the Appalachian Trail Conservancy. The crew of six high school students worked on several projects across a two-mile stretch of trail that needed numerous stepping stones and water bar installations to prevent erosion and improve safety. In some boggy areas, the crew removed previously installed wooden log bridges that had decayed, replacing them with stepping stones that will last for decades.

"I've always lived in big cities and am not used to a lot of nature. I just loved it. It was the best summer experience I have ever had," said crew member Clemence Gaume, 16, who made the trek to Maine from Singapore. "Setting a stone on the trail is like setting your mark. At first, it was really hard. But once I put in my first stone, I knew I could do it. The hard work brings you closer because you must work together to complete the work. You get to leave with a deeper connection to the outdoors and friends for life."

"Helping people feel safe and included in the outdoors is a big reason I keep returning to the SCA."

INGRID PIÑA

With every SCA experience, participants complete projects that solve real conservation challenges and see the tangible results of their labor. Following unprecedented amounts of rain during the summer season, through this work, the crew members learned first-hand how to impact the world around them while learning to explore and grow.

"I am endlessly grateful to have had the opportunity to understand the pivotal role that human connection plays in conservation—from the universal joy expressed by hikers that have spent weeks or months with a chorus of woodpeckers and rustling leaves harmonizing with their steps to the unending kindness shared by Rangeley folk both on- and off-trail," said Megan Miller, 16, of New York.

The Appalachian Trail is a 2,180+ mile long public footpath that traverses the scenic, wooded, pastoral, wild and culturally resonant lands of the Appalachian Mountains. Conceived in 1921, built by private citizens, and completed in 1937, the trail is now managed by the National Park Service, U.S. Forest Service, Appalachian Trail Conservancy, numerous state agencies and thousands of volunteers.

"What I've taken from the SCA is how environmental conservation impacts people. Helping people feel safe and included in the outdoors is a big reason I keep returning to the SCA," said multiple crew member turned crew leader Ingrid Piña, 23, of Houston. "Working with the SCA has given me great confidence that has helped me in all realms of my life. If I ever feel shy or nervous, I can think back to my time with the

SCA, pushing through uncomfortable moments and knowing I can do hard things. You can see that same confidence building in the crew members."

The crew was nestled in the shadow of Mount Katahdin, just south of Baxter State Park in Maine, where The Nature Conservancy's Debsconeag Lakes Wilderness Area manages nearly 500,000 acres of contiguous conservation land. Debsconeag means "carrying place," named by the people of the Penobscot Nation for the portage sites where they carried their birch bark canoes around rapids and waterfalls. The area contains the highest concentration of pristine, remote ponds in New England and thousands of acres of mature forests.

Before joining the crew in the field, crew leader Ma'yet, 47, of Portland, Oregon, backpacked 100 miles solo along the Appalachian Trail. Despite the continuous rains, the former science teacher was impressed with how the crew members battled the elements from heavy rains and smoke from the Canadian wildfires and disconnected from technology.

"Hiking, camping, and backpacking are something I do regularly. The hardest part was all the rain. It was a constant battle. Everything was green and wet," they said. "It was nice to see the crew members develop and grow. Everybody acted as a community. This is a life-changing experience that, if you lean into it, will fundamentally change your life in a positive way. It helps you learn more about yourself and what you're capable of and that there is beauty outside of technology."



PHOTOS: CREW LEADER MA'YET



PROGRAM SPOTLIGHT

Sparking Change: Women In Fire

Tired of working in the service industry, Tiffany Ashley longed to be outside and become part of a community. Taking a leap, she decided to sign up for the opportunity of a lifetime and join the SCA's 2024 Women's Fire and Fuels Crew.

"What they're able to facilitate here is genuinely, positively life-changing. Everybody leaves an impact, no matter how big or how small. Not only is it providing me with skills I can take into the future, but also pride and a sense of direction that I was lacking," said Ashley, 33, of Santa Rosa Beach, Florida. "What we have been able to do both within our ecosystem and our immediate surroundings by bringing together this group of strangers have facilitated one of the most positive experiences I have had this far."

Women make up only 13% of all wildland firefighters in the U.S. Forest Service and are often the only ones in a unit or one of a few. By joining forces, both the SCA and the Forest Service hope to increase the number of women and people of color entering the field while also increasing the overall amount of trained wildland firefighters and fuels staff entering the profession.

"Supporters of these programs are doing a lot for the land and personal development of the young people doing the work."

COLLEEN MCDERMOTT



"I wake up every morning so excited to get out there and do it. Every day, there is a new thing to learn or do," said crew member Colleen McDermott, 21, of Philadelphia. "I think fire can be scary. But being right next to it and really understanding how these burns operate and how much thought goes into this has really been surprising to me. I've really grown so much."

As part of the Table Rock Fire Crew, the team works and travels throughout the Southern Region, gaining hands-on experience in prescribed fire, hazardous fuels reduction, and fire suppression under the supervision of U.S. Forest Service firefighters. Throughout the season, the crew may even have opportunities to respond to active fires.

"Firefighting is still a very male-dominated field. No matter what that culture looks like, it still feels like all eyes are on you no matter how supportive they may be," McDermott said. "It's so nice to have that pressure lifted and not have to worry about that. I really love that freedom to be vulnerable. It can be dangerous work and you don't want to be uncomfortable."

Supporters of these programs are doing a lot for the land and personal development of the young people doing the work."

During a wildland fire, varying plant materials can act as fuel, including grasses, shrubs, trees, dead leaves and fallen pine needles. As these burnable materials pile up, so do the chances of catastrophic wildland fire. In the right conditions, excess fuel allows fires to burn hotter, larger, longer and faster, making them more difficult and dangerous to manage, making it essential to have trained wildland firefighters and fuels staff at the ready.

"It's super exciting. One of my favorite parts of the job is seeing the light click when a program participant actually knows that they can do this. Seeing something that you thought was almost impossible and doing it is an amazing feeling," said Elizabeth Skelly, U.S. Forest Service Crew Supervisor. "Getting a good foundational experience as a wildland firefighter sets you up for success. It's physically and emotionally demanding at times but is super rewarding for the right person."



The Liz Putnam Legacy Society

The Liz Putnam Legacy Society serves to recognize and thank those who have taken the special step of providing for the future of SCA's youth conservation service work by supporting SCA in their estate plans and/or establishing life income or other planned gifts. The Society honors SCA's founder, Liz Putnam and her vision in creating SCA.

To learn how you can make your own legacy gift to SCA, please call **888.722.9675 ext. 2024** or send an email to: giftplanning@thesca.org.

THE LIZ PUTNAM LEGACY SOCIETY

Anonymous (28)
Deanne Adams and Anthony Sisto
Estate of Mary L. Alchian
Miss Alice H. Allen
Mr. and Ms. Phillip R. Alston
Estate of R.D. Anderson
Alan and Helen Appleford
Mr. Lynn L. Arney
Stephen M. Arougheti
Kenneth and Delma Baldrige
The Estate of Evelyn Balik
Ms. Judith E. Ballinger
Estate of Robert J. Baptiste
Brooks Barhydt
Dutch and Hilary Barhydt
Maeluise Barkin
Dr. Gregory W. Bartha
Patricia Bartlett
Paula J. Barton
Mrs. Robert H. Bates
Mr. Robert Bates
Mr. James R. Baur
Barbara and Harry Beasley
Thomas Beatini and Dina Scacchetti
Estate of Professor Robert E. Beck
Neal Becker
Margaret E. Bell
Michael and Patricia Bell
Floyd and Estelle Benner
Dr. Jean M. Bennett
Ms. Janet W. Benson
John and Alice Bernet
Ms. Susan L. Bernstein

Rose S. Bethe
Cynthia J. Bevacqua
Mr. Mario Bevacqua
Estate of Marguerite P. Bierman
Carsten O. Bjornstad
Ms. Gail M. Bliss
Isabelle Bohman
Sarah L. Bohrer
Mrs. Roberta L. Bolig
Miss Barbara F. Borthwick
Estate of James W. Brandon
Estate of Marianne S. Brecher
Bonnie Brice
Estate of James Brice
Ms. Barbara J. Brown
Estate of Catherine D. Brown
Estate of Roland R. Brown
Marjori Brusasco
The Estate of Katherine Buehler
Ms. Jennifer Bulava
Janet Quinlan Bunchman
Mr. Jerry D. Busch
Robert W. and Marjorie V. Butcher
Endowment Fund
Mr. Robert W. Butcher
Ms. Jo Ann B. Byler
Estate of Christopher W. Canino
John and Joan Carpenter
Margaret D. Carter
Mr. Robert P. Carter
Rene J. Casteran
Marta A. Chase
Anne Childs and Charles Collins
Claudia C. Chittenden

Heinke K. Clark
Mr. and Mrs. Jeffrey R. Clark
Mary E. Clemesha
Benjamin Bolt and Joan Clemmons
Douglas and Kathryn Cochrane
Directions for Rural Action Fund
Ms. Alice L. Cojerean
Carol E. Colip
Frederic Colip
Jo Ann Condry
Ms. Melisande Congdon-Doyle
Estate of Ms. Naia L. Conrad
The Estate of Steven L. Congrad
Jean Conway
Joy Cordery
Ms. Jo Ann Corey
Nana Corfield
Ann M. Corrigan
Mr. and Mrs. Glenn R. Coulter
Estate of Nancy Larrick Crosby
Ann and Dougal Crowe
Estate of Barbara Putnam Daly
Mrs. Virginia Darvill
Gordon F. Davies Survivors Trust
Estate of Joseph H. Deare
Margaret A. Del Mar
Roy and Annina Demmon
Mrs. Catherine M. DeMunter
Estate of John DeMunter
Robert and Juanita Denninger
The Estate of Patricia G. Devlieg
Charley Dickey
Robert Hanson and Lyda Dicus
Frances A. Dimond

Ms. Judith A. Donaghue
James P. Dougan
Dayton Duncan
Mr. James Eberhardt
Robert W. Eckland
The Estate of Greg Ehrensing
Mr. Philip M. Eisenberg
Gordon Ellison
The Estate of June E. Ellison
Mr. Donald W. Enerson and
Ms. Mary S. Wright
In Memory of Chris Englert
Dave Evancich and Kathryn Kirkland
Ms. Charlotta Evans
Estate of Elizabeth Whitney Evans
Estate of Garold L. Faber
Sue S. Farmer
Estate of Harriet Jeffrey Ferguson
Estate of Sarah M. Ferguson
Mrs. Janie Figen
The Estate of Lowel I. Figen
Dean and Jenny Fischer
Ms. Viola Fisher
Cindy and David Fitch
Elizabeth and F. Garth Fletcher
Ms. Clare E. Forbes
Jacqueline A. Franco
Beatrice Frantz
Edward J. Fremouw
Ms. Shirley A. Freriks
Linda Frick
The Estate of Joyce Fiedman
James and Alice Frost
Pauline M. Gaffney
Marie L. Gaillard
Mr. Michael D. Gallagher
Lindley Garner
Howard L. Garrett
Jane F. Garry
Estate of Alice M. Gates
Walter C. and Lorna Gates
Mary B. Gayley and William V. Gnichtel
Estate of Robert K. Gerloff
Michael and Lisa Giguere
Douglas Gill
Ann M. Gillard
Estate of Dorothy H. Gleiser
Estate of Isabel D. Glomb

Ludwig Glomb
Estate of Fanny Goldfarb
Mary Goodkind and Lindley Garner
Emma Leigh Goodwin
Ms. Vera Julia Gordon
Nancy W. Grady
Dorothy Fiore Gramenstetter and
W. Howard Gramenstetter
Ms. Jane Granzow
H. Carlyle Gravely
Christina Graybill
Ms. Jane E. Griffin
Mrs. Kathy Griffin
Mr. and Mrs. Richard W. Griffin
Dr. David H. Gundy
Lyn and Ralph Haber
Ruth Hall
The Estate of Ethel M. Halsey
Robert Hanson
Ellen and Ellis Harris
Hester L. Hayford
Estate of Helen F. Hazelton
Estate of L. Joyce Heinzelman
Grace H. Henderson
Ms. Gale B. Hill
Sylvia and Wilfred Hill
Joyce V. Hiller
Janice Hoffman
Bernard M. Hollander
Patricia and Noel Holmgren
Anna K. Holstrom
Helen M. Hoover
Becky and Matt Hope
David Horn
Ms. Helen S. Horn
Tom Hudspeth and Ginny Mullen
Tony and Marlene Huntman
Rodney and Virginia Huppi
Marjean A. Ingalls
Horace D. Jackson
Estate of Rose G. Jacobs
Henry and Ardith James
Amy and Joel Janovsky
The Estate of Ada Jeppesen
Paul Jeppesen
Mr. Kenneth T. Johnson
Marilyn Johnson
Estate of Virginia Vogt Johnson

Ms. Katherine A. Johnson-Glaesemann
Dorothy E. Johnston
Mrs. Raymonde Boeri Julien
Robert and Diane Kachinski
Leib Kaminsky
Ms. Shirley M. Kane
The Estate of Ms. Janet Kao
Estate of John M. Kauffmann
G. Richard Keller
Kathleen A. Kelley
Edna Lee Kelly
Elizabeth Kessel and Edward Levine
Estate of Josephine A. Keyes
Stanley C. Kiem
Bruce D. Killips
Mrs. Mary S. Kimmons
George P. Kinkle III
Grace M. Kirchner
Estate of Helen L. Knopp
Lester and Eilleen Koerlin
Ms. Linda Kokemuller
Henry and Martha Koukol
Ruth S. Kram
Gerald J. Kresge
Ellen B. Kritzman
Estate of Ruth Shellhorn Kueser
Estate of Mary F. Kutz
The Estate of Jean E. Kyle
Estate of Anthony R. Kyrk
Nick J. Labeledz
Estate of Erling Lagerholm
Ms. Muriel R. Lanford
Jane La Rue
Mr. Kenneth Lauderdale
Estate of Elizabeth Lawrence
Carol Ann Lawson
Estate of Kirk Lawton
Mrs. and Mr. Maria C. Leary Richards
James and Mary Leatherberry
Estate of Vivion Conger LeBow
Dorothea B. Ledman
The Estate of Kalista S. Lehrer
Ms. Helene L. Leighton
Kimberly A. Leizinger
Lucille Lemmon
Estate of Norma Lenhert
Estate of Elizabeth P. Lent
Stephen Lent

Larry and Donna Lesh
Estate of Allison Levy
Frank Levy
The Estate of Betty A. Lewis
Mrs. Jeanne Lilly
Mr. Robert C. Lilly
G. Gilbert Lindemann
Estate of Phyllis Lindley
Mr. John R. Lindner
The Estate of Frank W. Lloyd
Estate of Jeanne M. Lockett
Estate of Ruby Q. Lokensgard
Mrs. Miriam H. Lukens
Cindy and Lou Lunte
Estate of Beatrice Ann Luthringer
George and Beatrice Ann Luthringer
Ferris Lyle
James N. MacLeod
Dr. Gregory K. Maravelas
John and Patricia Marino
Susan E. Markley
Elizabeth Martin
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Mrs. Bette R. McCarron
Mrs. Daniel C. McCarthy
Mrs. Mary McCarty
John W. McClain
Mr. Mark McIntosh
Estate of Marjory A. McKinley
Jane A. McLamarrah
Marilee McLean
Mary M. McPherson
Paul F. McQuade
Bob and Marjorie Meadows
Mrs. Marjorie Meadows
Gayla Medley
John Metzger
Gail M. Michael
Peter C. Miles
Allen and Nancy Miller
Margaret and Joseph Miller
Virginia Miller
Estate of Virginia Miller
Jane E. Minesinger
David S. Misun
Hugh Montgomery

Robert and Helen Moody
The Estate of Elizabeth H. Moore
Mr. Robert Moore
Nedra P. Morgan
Estate of Peter A. Morgan
Virginia L. Mouw
Rich and Mary Jeanne Munroe
Joe B. Murphy
Ms. Kathleen D. Murray
Mrs. Judith B. Nadai
Estate of Lori Needler
Janet Nelson Schlitt
Ms. Nancy Newgard
Rae S. Newman
Reverend and Mrs. Robert D.
Nicholson
Mildred Noreen
Mrs. Anita Norman
Robert and Anita Norman
Estate of Arthur F. Noskowiak
Ms. Diane Nowicki
Gregg and Deborah Nuessly
Anne Oakes
Tamaki Ogata
Estate of Ethel U. O'Neil
Justin O'Neil
Mr. Frank S. Orto
Robert and Martha Page
C. W. Eliot Paine
Carmen B. Pappas
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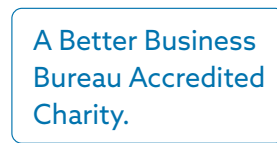
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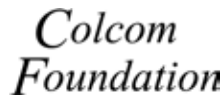
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