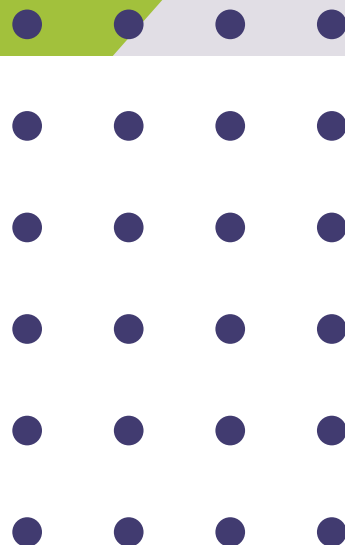




YEAR

IMPACT REPORT





Twenty years of strategic philanthropy.

Twenty years of connection and friendship.

Twenty years of women leading the way toward a brighter future for our community.

Since the San Diego Women's Foundation (SDWF) was founded two decades ago, nearly 700 women have come together in shared learning and collective philanthropy, committed to working together in service of our community.

We have built strong partnerships with highly effective nonprofits whose life-changing work impacts families, children, men and women in San Diego County. Our grants have touched tens of thousands of lives.

It takes a village to create change, and we are fortunate and grateful that our village of changemakers includes the dedicated members and Community Partners of SDWF.

With this report, we are proud to take a look back at the work and accomplishments of the San Diego Women's Foundation over the past twenty years - and we are excited to look to the future.

Susan Howe
SDWF President, FY2019-2020

Cindi Hill
SDWF President, FY2020-2021

2	20 Years By The Numbers
3-23	SDWF Timeline & Milestones
24-25	3-Year Strategic Plan: FY2021-FY2023
26-28	20 Years of Changemakers
29	SDWF Sponsors

BY THE NUMBERS



694
members



107
programs
funded



\$4M+
granted



\$4M
endowment as of
December 31, 2019



70K
lives
touched



93
community
partners

YEAR 1

July 2000 - June 2001

President

Linda Katz

Grant Focus

Health & Human Services

Community Partners

ANGELS Foster Family Agency

\$25,000 | Healthy Families for Healthy Babies

Partners for Community Access, Inc.

\$25,000 | Special Deliveries Program

Planned Parenthood

\$25,000 | STAR Program (Sisters Together Acting Responsibly)

San Diego Youth and Community Services

\$25,000 | Take Wing Transitional Housing Program

The San Diego Women's Foundation strengthens
and improves women's capacities to engage in
significant philanthropy in San Diego.



Quotes: A look back...

“When it comes to ‘saving the world’, or a part of it, street by street, neighborhood by neighborhood, women are the catalyst through whom the critical mass or social change will be achieved.”

-Megatrends for Women

The role of volunteer and giver is a traditional one for women. Throughout history, women have demonstrated their philanthropic spirit. Women are a dedicated force in philanthropy. They have serious money, raise serious money, and are increasingly generous as personally committed donors.

I’m proud to have served as SDWF’s Founding President. Our 100 founding members envisioned an organization that would promote the participation and leadership of women in philanthropy.

Founding members envisioned a legacy beyond our lifetimes. As a key component of the SDWF model, I’m most proud of our perpetuity: half of our contributions were allocated to the permanent endowment, and half to the pooled grants pool. One of our greatest strengths is knowing that SDWF will benefit and strengthen the San Diego region far into the future.

Linda Katz
SDWF Founding President



YEAR 2

July 2001 - June 2002

President

Linda Katz

Grant Focus

Civil Society

Community Partners

Downtown El Cajon, Inc.

\$30,400 | International Women's Kitchen

Historic Barrio District CDC

\$13,600 | New Generation of Leaders Program

Monarch High School

\$25,000 | Volunteer/Mentor Program

San Diego City Attorney's Office

\$30,000 | Mid-City Community Court

Scripps Health

\$31,000 | Rosa Parks Community Garden

"Every moment is an organizing opportunity, every person a potential activist, every minute a chance to change the world."

- Dolores Huerta, Civil Rights Activist



YEAR 3

July 2002 - June 2003

President

Linda Katz

Grant Focus

Employment & Economic Development

Community Partners

Alpha Project for the Homeless

\$45,000 | Neil Good Day Center

San Diego Second Chance

\$35,000 | Prisoner Re-Entry Employment Program

Urban Corps of San Diego

\$25,000 | Corps-to-Career Program

Walden Family Services

\$29,000 | Employment Skills Development Program

Bronze Triangle Community Development Corporation

\$25,000 | Progressive Healthcare Career Development Project



Lives touched: 1,694

“SDWF membership gives me the opportunity to learn about philanthropic needs in San Diego and work with an amazing group of like-minded women.”

- Marnie Klein

Milestones

- Launched SDWF website

YEAR 4

July 2003 - June 2004

President

Linda Katz

Grant Focus

Environment: Restoration & Conservation

Community Partners

Laguna Mountain Volunteer Association /
San Diego Fire Recovery Network
\$15,000 | Education and Volunteer Programs

Living Coast Discovery Center

\$30,000 | Coastal Resource Conservation
Discovery Center

Nature Collective

\$30,000 | The San Elijo Lagoon Boardwalk
Design and Interpretive Panels

Ocean Discovery Institute

\$54,000 | Wetland Avengers Project

Tierra Miguel Foundation

\$40,000 | Environmental Stewardship Program

Trust for Public Land

\$50,000 | San Dieguito River Park Project

“The only way you really see change
is by helping to create it.”

- Lena Waithe, Screenwriter, producer & actress



Milestones

Grew to 200 members

Received the Youth
Advocacy Innocent
Addicts Program
Humanitarian Award



YEAR 5

July 2004 - June 2005

President

Julie Dubick

Grant Focus

Arts & Culture: Creative Expression,
Vitality and Quality in San Diego

Community Partners

The AjA Project

\$40,000 | Journey Program

Eveoke Dance Theater

\$28,000 | Young Artists Program

La Jolla Playhouse

\$17,000 | Enriching Children's Lives through Theater

San Diego Museum of Art

\$37,000 | Outreach and Family Festivals

San Diego Opera

\$50,000 | Pre-Opening Student Performances

San Diego Symphony

\$41,000 | Sounds Connections Project

Sushi Performance & Visual Art

\$27,000 | Artists Advisory Board Showcase Concerts



Milestones

Received a Friend of the
Urban Corps award

Named Outstanding
Philanthropic Organization by
the San Diego Chapter of AFP

Reached \$1M in Endowment

"We helped build a transparent, member-driven organization that trained and inspired more women to see themselves as philanthropists and work together with local organizations who know best how to change lives."

- Julie Dubick

Lives touched: 8,176

YEAR 6

July 2005 - June 2006

President

Alicia Foster

Grant Focus

Education: Success & Enrichment Programs

Community Partners

Barrio Logan College Institute

\$40,000 | Soaring to Success

Elementary Institute of Science

\$30,000 | Science & Technology Enrichment Programs

Fleet Science Center

\$41,000 | PISCES, BE WiSE, and Robotics Projects

High Tech Middle Media Arts

\$50,000 | Explorer Elementary: K-8
Collaborative Science Program

International Rescue Committee

\$25,000 | First Things First Preschool Project

Los Peñasquitos Elementary School

\$46,000 | Los Peñasquitos Academy Program

Milestones

Updated Mission: The San Diego Women's Foundation educates and inspires women to engage in significant and sustainable philanthropy in the San Diego region.

Reached \$1M in total grants

SDWF joined San Diego Grantmakers

"I continue to be impressed with the intelligence, compassion, and innovation of the women who are attracted to SDWF. Together we have supported important community organizations and ignited philanthropic passions in our members who then carry forward the good work on their own."

- Alicia Foster



YEAR 7

July 2006 - June 2007

President

Alicia Foster

Grant Focus

Health & Human Services:

Access to Nutritious Food

Community Partners

Jewish Family Service of San Diego

\$44,000 | Youth Food Pantry

La Maestra Family Clinic

\$25,000 | Healthy Food Choices

Meals-On-Wheels San Diego County

\$40,000 | Meals 4 Seniors

Morse High School

\$31,500 | Terra Nova Academy Seeds of Leadership

San Diego Hunger Coalition

\$25,000 | Food Stamp Task Force

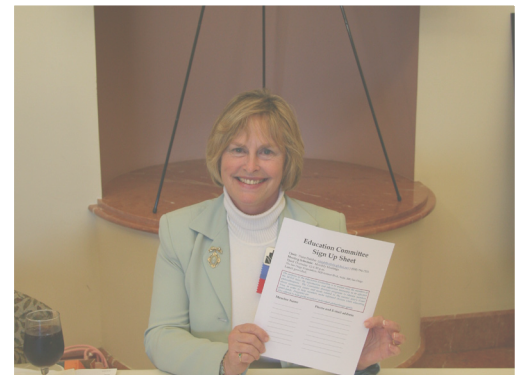
Serving Seniors

\$38,500 | Senior Nutrition Program

Vista Hill ParentCare Center

\$35,000 | ParentCare Mother Hubbard's

Cupboard Project



"I am honored to have been a part of a premier philanthropic organization filled with smart, like-hearted women that are committed to making a difference through collective philanthropy.

There is such power in joining together - **Women Can Do More**

Than Woman!"

- Tracy Johnson

Milestones

Hired Tracy Johnson as SDWF's first Executive Director

Lives touched: 3,247

YEAR 8

July 2007 - June 2008

President

Carol Littlejohn Chang

Grant Focus

Civil Society: Positive Skills and Resilience in Middle School-Aged Youth

Community Partners

Barrio Logan College Institute

\$60,000 | The Brighter Futures Youth Collaborative

Kids Korps USA

\$25,000 | Engaging City Heights Youth in Volunteer Service Activities

SAY San Diego

\$52,000 | Project L.I.V.E.

Tariq Khamisa Foundation

\$36,000 | Peace Empowerment Project – Middle School Leaders & Peacebuilders

Vista Community Clinic

\$50,000 | Project REACH

“SDWF educated and inspired me by introducing me to a wide range of philanthropic opportunities that led to me being able to determine and focus in on giving priorities. My tenure occurred during the Great Recession, and I am proud that we were able to navigate through that due to the strength and energy of a superb team of colleagues.”

- Carol Littlejohn Chang



Milestones

Updated Mission Statement: The San Diego Women's Foundation educates and inspires women to engage in significant and sustainable philanthropy to strengthen the San Diego region.

YEAR 9

July 2008 - June 2009

President

Carol Littlejohn Chang

Grant Focus

Economic & Employment Development:
Expanding Work Opportunities

Community Partners

Alliance for African Assistance

\$30,040 | Medical Interpretation Certification Program

East County EDC Foundation

\$43,720 | The Grossmont College OPT Program

Home Start, Inc.

\$65,000 | H-Seed Program

International Rescue Committee

\$62,240 | Career Development Program



"SDWF allows me to partner with community-minded women to address the San Diego area's greatest needs. The foundation has opened my eyes to the amazing organizations working in our community."

- Amanda Chin

YEAR 10

July 2009 - June 2010

President

Cindy Olmstead

Grant Focus

Environment: Connections and Awareness of Local Nature

Community Partners

Camp Stevens

\$43,800 | Environmental Stewardship Project

Ocean Discovery Institute

\$40,000 | Canyon Community Connection

San Diego Coastkeeper

\$35,000 | Marine Debris Program

Torrey Pines Docent Society

\$33,900 | Sustaining Success:
A Nature Connection for All Ages

Lives touched: 10,293



“SDWF has enabled me to use my influence in constructive and significant ways. The power of collective giving allows my financial contribution to reach much further and impact many more than if I merely made a singular donation.”

- Cindy Olmstead



YEAR 11

July 2010 - June 2011

President

Cindy Olmstead

Grant Focus

Arts & Culture: Accessible Arts &
Culture for Underserved Youth

Community Partners

California Center for the Arts Escondido

\$25,000 | My Story: Literacy Through the Arts

Eveoke Dance Theatre

\$32,000 | REFUGE in the Arts

Playwrights Project

\$29,650 | Writing Lives

San Diego Center for Children

\$45,000 | Therapeutic Music Program

San Diego Opera Association

\$50,000 | Words and Music



Milestones

- Developed member-driven strategic plan, Decision 2010, which included significant adjustments to the grants process.
- Reached \$2M in total grants
- Hosted Women's Collective Giving Forum, the first national conference of Women's Collective Giving Network (now Philanos)

"Service is the rent we pay for the privilege of living on this earth"

- Shirley Chisholm, Educator, Politician and Activist

YEAR 12

July 2011 - June 2012

President

Teresa Jacques

Grant Focus

Education: Improving School Performance

Community Partners

Bayside Community Center

\$27,500 | Linda Vista Academic Club

Community HousingWorks

\$40,000 | Running Readers Reading Enhancement Program

Excellence and Justice in Education Academies

\$34,000 | Literacy Intervention Project

International Rescue Committee

\$40,000 | TEAM (Teach, Engage, Achieve, and Motivate) Project

Junior Achievement of San Diego and Imperial Counties

\$55,800 | Empowering Young Leaders
– Encouraging Young Lives

“SDWF represents a lifetime bond between women with different backgrounds and experiences who share their hearts and minds beyond their own self-interests. We develop future generations of philanthropists educated in effective and sustainable philanthropy.”

- Teresa Jacques



Milestones

Introduced new SDWF tagline: Women Can do More than Woman

Implemented LOI stage in grants process as part of Decision 2010



YEAR 13

July 2012 - June 2013

President

Rita Solberg

Grant Focus

Health & Human Services: Promoting Self-Sufficiency

Community Partners

Able-Disabled Advocacy, Inc.

\$57,000 | Career\$mart

San Diego County Medical Society Foundation

\$47,000 | Project Access San Diego

San Diego Public Library Foundation

\$37,000 | READ/San Diego

YMCA Youth & Family Services

\$25,000 | Kinship Support Services



Milestones

Updated Mission: SDWF educates & inspires women to engage in collective philanthropy. We are catalysts for change investing in innovative solutions that benefit underserved communities in the San Diego Region.

Updated Vision: Our vision is justice, equality, & opportunity for all members of the community resulting in a more vibrant and sustainable San Diego.

"I love the highly collaborative opportunity that SDWF affords to its members to LEARN about philanthropy. It expands my opportunity to understand what effective philanthropy means. My contribution makes a far bigger difference in the community than it would if I donated those dollars on my own." -Rita Solberg

YEAR 14

July 2013 - June 2014

Lives touched: 22,037

President

A.J. Frank

Grant Focus

Environment - Water Conservation and Quality

Community Partners

Friends of Albert Einstein Academies

\$25,000 | Water Education Station

Friends of Balboa Park

\$40,000 | Plaza de Balboa Smartscape Project

San Diego Children's Discovery Museum

\$28,000 | Water Wise Programs

The Water Conservation Garden

\$73,000 | Ms. Smarty-Plants Grows

Earth Heroes & The Magic of Water

Milestones

Launched Young Philanthropist program to engage members under 40

Adopted process of selecting annual grants focus based on current community needs

"I am most proud that SDWF constantly improves our processes to increase our impact in the community, remain relevant to members, and increase our effectiveness. We live and breathe and grow as our community partners and members do. I am proud that other similar women's organizations in the country consider us a leader and an example of best practice."

- A.J. Frank



YEAR 15

July 2014 - June 2015

Lives touched: 230

President

Leigh Hartman

Grant Focus

Community Leadership Development

Community Partners

Center on Policy Initiatives

\$30,000 | Students for Economic Justice

Jacobs Center for Neighborhood Innovation

\$42,000 | Diamond Youth Programs Leadership Training Series

Outdoor Outreach

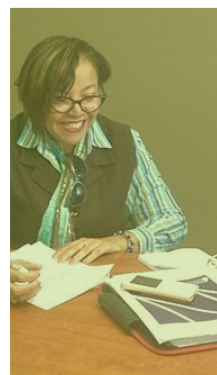
\$50,000 | Outdoor Voices Youth Leadership Initiative

South Bay Community Services

\$50,000 | Promotora-led Parent Outreach, Education and Engagement Program

“Our Fellows contribute their unique perspective to our grants process and committees, while they have the opportunity to see the inner workings of a funder and develop relationships.”

- Elaine Kalin



“SDWF is an incredible resource for lifelong learning about community issues and how to be sensitive to the needs and perspectives of our diverse population. I treasure the opportunity to develop new understanding of relevant issues and the friends I make along the way.”

- Leigh Hartman

Milestones

Developed a strategic plan that launched the Collaboration Initiative and the Philanthropy Fellows program.

YEAR 16

July 2015 - June 2016

President

Suzanne LaTour

Grant Focus

Developing Employment Readiness

Community Partners

Center for Employment Opportunities

\$39,995 | Reentry to Employment: Training & Certification

Kitchens for Good

\$30,000 | Project Launch: Culinary Job Training

MiraCosta College Foundation

\$39,900 | Machinist Technology Program

National Foundation for Autism Research

\$25,000 | NFAR Tech

Vista Community Clinic

\$51,504 | Training Low-Income Residents
to Become Medical Assistants

Milestones

Developed business plans to implement the newly launched Fellows and Collaboration initiatives.



“SDWF is the ultimate injection of optimism and hope!
You engage with all of the wonderful organizations
working to make San Diego a better place to live, and
you realize we can all make a difference”

- Suzanne LaTour

YEAR 17

July 2016 - June 2017

President

Valerie Jacobs

Grant Focus

Unaccompanied Homeless Youth & Young Adults

Community Partners

Just in Time for Foster Youth

\$25,000 | Basic Needs/My First Home

Promises2Kids

\$41,769 | Foster Youth Self-Sufficiency –
Addressing Risk Factors for Homelessness

San Diego LGBT Community Center

\$40,000 | Youth Services

Think Dignity

\$50,000 | Homeless Youth Legal Advocacy Project

Voices for Children

\$45,000 | Transitional-Age Teens and
Homelessness Prevention Program



Milestones

Reached \$3MM in
total grants

Established the
President's Circle to ensure
sustainability of SDWF

"SDWF is a learning organization in every sense of the word. It's not afraid of change or taking on the most challenging current issues. I'm a founder and not once have I been disappointed in this organization."

-Valerie Jacobs

YEAR 18

July 2017 - June 2018

President

Valerie Jacobs

Grant Focus

Enrichment Programs with
Behavioral Health Outcomes

Community Partners

The AjA Project

\$35,000 | Girls-Eye View

Boys to Men Mentoring Network, Inc.

\$25,000 | Boys to Men Mentoring Program

The David's Harp Foundation, Inc.

\$30,000 | Student Studio

International Rescue Committee

\$50,000 | Refugee Girl's Academy

Survivors of Torture, International

\$25,000 | Refugee Student
Enrichment Activities

Tariq Khamisa Foundation

\$25,000 | Restorative Workshops

"I applied for the SDWF Fellows Program to learn more about grant funding from a grantmaker's perspective. As a Fellow I was introduced to incredible and inspiring women and learned so much about the issues impacting our community. I decided to stay involved as a Member and now as a Board Member. Collective philanthropy allows me to make a bigger philanthropic impact in San Diego than I could ever make on my own and I'm so grateful that SDWF opened this door for me."

- Tina Williams



Lives touched: 4,729



YEAR 19

July 2018 - June 2019

President

Sara Bennett

Grant Focus

Human Trafficking Prevention,
Intervention and Recovery

Community Partners

Children's Legal Services of San Diego, Inc.
\$28,225 | Commercial Sexual Exploitation of
Children Case Manager

Free to Thrive

\$75,000 | Family Law Program

GenerateHope

\$60,000 | Recovery and Transition Programs

North County Lifeline

\$30,000 | Project LIFE

Project Concern International/ San Diego Trafficking Prevention Collective

\$50,000 | San Diego Trafficking Prevention Collective

Alabaster Jar Project

\$56,000 | Alabaster Jar Project (Made in
partnership with The San Diego Foundation)



Milestones

Collaboration Committee
made first collaborative grants
in partnership with San Diego
Social Venture Partners: \$25k
each to Traveling Stories and
American Association of
Pediatrics

“When I dare to be powerful,
to use my strength in the
service of my vision, then
it becomes less and less
important whether I am afraid.”

- Audre Lorde
Writer and Civil Rights Activist

YEAR 20

July 2019 - June 2020

President

Susan Howe

Grant Focus

Refugees, Asylees and Asylum Seekers:
Basic Needs and Transition Services

Community Partners

American Bar Association

\$30,000 | Legal Empowerment for Detained
Female Asylum Seekers

Casa Cornelia Law Center

\$50,000 | Asylum Program

International Rescue Committee

\$60,000 | Supporting Asylum Seekers in San Diego

Jewish Family Service

\$100,000 | Migrant Family Shelter

Karen Organization of San Diego

\$25,000 | Community Navigating Project
for Refugees from Burma in San Diego

The San Diego LGBT Community Center

\$26,000 | Basic Needs for LGBT Refugees,
Asylees & Asylum Seekers

SAY San Diego

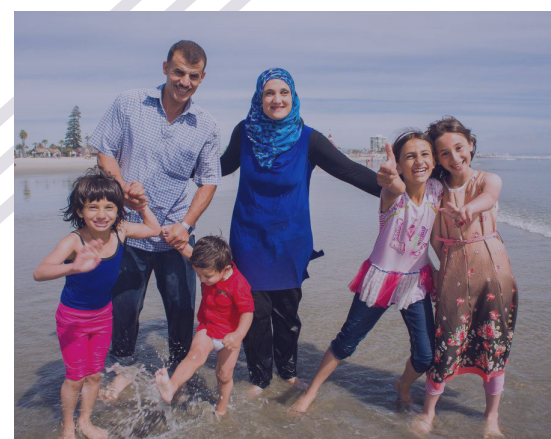
\$35,000 | New Arrivals Support Program

Survivors of Torture International

\$54,450 | Survivors of Torture, International:
Refugees, Asylees, and Asylum Seekers

“Working hand-in-hand
with fellow members to
have a positive impact
on the community is
very rewarding to me”

- Susan Howe



Milestones

Contributed \$134k to the COVID-19 Community Response Fund, through member contributions and funds released from the Collaboration Fund and SDWF reserves.

Developed 3-Year Strategic Framework in a highly collaborative, member-driven process (see following spread)

Reached \$4M in Endowment and total grantmaking

Largest grants total in SDWF history, made possible through partnership with The San Diego Foundation

3-YEAR STRATEGIC PLAN

FY2021 - FY2023

VALUES & COMMITMENTS

LEARNING

SDWF members challenge ourselves through rigorous learning and personal growth to better understand critical community needs, transformative philanthropic practice and inequity and injustice of all kinds.

BELONGING

SDWF builds an inclusive community, where members representing the richness and diversity of our region have a meaningful opportunity to participate in shaping the work and future of the organization.

EQUITY

SDWF strives to create a more equitable community with our grantmaking and internal practice, and we commit to applying an equity lens to every aspect of our work.

COLLABORATION

SDWF builds connections, relationships and greater impact through meaningful collaboration between members and with our Community Partners and diverse organizations across San Diego.

INTEGRITY

SDWF works with honesty and transparency. We make decisions that are in the best interest of and build trust with our members, partners and community.

MISSION

The San Diego Women's Foundation connects, educates and inspires women to come together in collective philanthropy.

VISION

A connected network of changemakers, committed to bold philanthropy that creates a more equitable San Diego region.

CORE WORK AREAS

FY2021 - FY2023

Planning for the future and leading with our values ...

PHILANTHROPIC LEADERSHIP

SDWF will continue to stay on the forefront of philanthropy, committed to providing the most meaningful support to our community and leading the field in best practice.

DIVERSITY, EQUITY & INCLUSION

SDWF will apply a DEI lens to every aspect of our work and commit to engaging diverse perspectives in our membership, learning and philanthropy.

EXPANDING MEMBER EDUCATION

SDWF will continue and expand our tradition of shared learning that enables us to be more effective changemakers, both collectively and individually.

LEADERSHIP DEVELOPMENT

SDWF will continue to nurture a pipeline of visionary and diverse leaders by ensuring that SDWF leadership opportunities are meaningful and accessible, and by encouraging members to step into their power as changemakers.

RESOURCES & SUSTAINABILITY

SDWF will strengthen our financial future and ensure continued impact, through membership growth, building our endowment and expansion of new and existing revenue streams.

COMMUNICATIONS & PUBLIC PROFILE

SDWF will amplify our presence and influence as a philanthropic leader through enhanced communications with SDWF members and the public.

...while building on our core strengths and treasured traditions.

Collective philanthropy | Flagship grants process | Democratic processes: one member, one vote
Educating and inspiring women philanthropists | Local focus | Flexible participation | Member-driven

20 YEARS OF CHANGEMAKERS

*Founding Member

Lauren Abrams	Catherine Blair*	Michelle Candland	Jean Collier Hurley	Dawn Douglas	Jennifer Fisher
Judith Adams	Diana Blair	Nancy Cannon- O'Connell	Kathryn Collison	Karen Dow	Lora Fisher
Jennifer Adams Meyers	Linda Blakley	Cassi Cantrell	Carolyn Colwell	Carolyn Downey	Cheryl Fisher
Robynne Alexander	Marjorie Blanchard	Yona Capobianco	Judith Conner*	Mary Dredge	Marge Fitch*
Deirdre Alpert	Natasha Bliss	Billie Jo Cardenas	Barbara Cook	Jennifer Dreyer	Betsy Fitzpatrick
Edelem Alvarez	Karen Marie Bond	Mary Carleton	Narri Cooper	Julie Dubick*	Susanna Flaster
Jeanette Amen	Irena Boostani	Deirdre Carlson	Ashley Copp	Heather Dugdale	Jane Fletcher
Suzanne Applebaum	Carolyn Botzenhardt	Melissa Carlysle	Paula Cordeiro	Berit Durler*	Sharon Fogg
Alison Aragon	Erica Bouris	Nancy Carol Carter	Amy Corton*	Ann Dynes*	Pamela Foley
Sharon Arbelaez	Beth Bowman	Cecilia Carrick	Linda Cory Allen	Judy Eby	Elisabeth Forbes
Bonnie Arora	Pamela Boynton	Gabriela Carrillo-Sanders	Celeste Cowell	Lizbeth Ecke*	Diane Forbes Berthoud
Paddi Arthur	Katie Bradel	Constance Carroll	Lynn Cox	Margaret Eddy	Alicia Foster*
Tiffany Ayres	Margaret Bradley	Colette Carson Royston*	Courtney Coyle	Karen Eddy	Joanne Fox
Carolyn Ayres	Jo Ellen Bradley	Susan Carter	Linda Crouse Dicker*	Sue Edwards	A.J. Frank
Christine Bagley	Brittney Brady	Molly Cartmill	Mary Curran-Downey	Byrne Eger	Maria Frase
Lois Baker	Lisa Braun-Glazer*	Stephanie Casenza	Joan Curry	Patty Elkus	Barbara Freeman*
Monica Ball	Kristine Breese	Leslie Caspi*	Patricia Dabbar	Kimberly Elliott	Shara Freeman Hoefel
Keely Bamberg	Kari Breitweiser	Shelley Cassar	Dana Dahlbo*	Doris Ellsworth	Harriet Fremland
Susan Bantz	Hillary Brendzel	Maureen Cavaiola	Laurel Dalsted	Phyllis Epstein	Joan Friedenberg
Victoria Arthur Baron	Sarah Livia Brightwood*	Jan Cetti	Barbara Daly	Jennifer Erdmann	Katherine Fries
Deborah Barrett	Nancy Britton	Marsha Chandler	Victoria Danzig	Mary Erlenborn	Patricia Fuller
Kathleen Basie	Roseanne Brooks	Kay Chandler	Vanessa Davis	Tahlia Essman*	Rosette Garcia
Jan Bast Carol Bateman	Arlyne Brown	Carol Chang*	Theodora Davis	Kate Evans	Cheryl Garfin
Sharon Baue	Barbara Brown*	Helen Chang	Ruth Davis	Chantal Facchin	Karen Garsson
Cathy Baur	Ilana Brown	Susan Channick	Susan Davis	Janet Fairbanks	Joyce Gattas
Barbara Beck	Janice Brown	Pia Chapman	Marissa Davis	Pamela Fairley	Lynn Gaylord*
Pamela Becker	Zella Brown	Helen Cheng	Mary Dawe	Larissa Fawkner	Alta George
Jacqueline Bell	Stephanie Brownell*	Gitfon Cheung	Ingrid de Llamas	Danah Fayman	Rosalie Gerevas
Sara Bennett	Joene Bruhn	Susan Childs	Stephanie De Marin	Anne Fege	Michele Gerhart
Marlowe Berg	Amalia Bruning	Amanda Chin	Wynter Deagle	Jane Fetter	Bobbie Gilbert
Candace Berkman	Barbara Bry Sophie Bryan	June Chocheles	Melanie Dean	Krystina Feucht	Marcia Gill
Joan Bernstein*	Veronica Bunas	Joan Christensen	Janie DeCelles*	Diane Feuerstein	Wendy Gillespie
Margaret Bhola	Christa Burke	Susan Christopher	Alice Diamond	Kelly Feuillet	De Anna Ginglardi
Carmen Bianchi	Kathleen Bush	Becky Clelland*	Cathy Diamond	Marcy Fimbres	Carol Githens
Christina Bibler	Kathryn Calise	Toby Cohen	Julie Dillon	Carolina Finch	Joyce Glazer*
Beth Binger	Louisa Campagna Cathryn Campbell	Audrey Coleman*	Penelope Dokmo*	Francine Finn	Lorrin Golembieski
Darcy Bingham*		Anne Coleman*	Lani Donohoe	Teresa Fischlowitz	Susan Gonick

Sharyn Goodson
Delores Gordon
Lisa Gordon
M. Jean Gorman
Jill Gormley
Barbara Gosink
Alyson Goudy
Laury Graves
Donna Green
Renita Greenberg
Kristy Gregg
Barbara Groce*
Jennifer Grodberg
Jane Groover-Maydahl
Eileen Haag
Jill Hall
Lyn Hall
Christine Hall
Bettina Halvorsen*
Pamela Hamilton Lester
Wendy Hannan
Kristine Hansen
Patricia Harasty
Stacey Hardke
Leslie Harrington
Sheryl Harris
Leigh Hartman
Rebecca Harutunian
Kathryn Crippen Hattox
Alice Hayes*
Ruth Hayward
Kim Heinle
Angelina Hendricks
Joan Henkelmann
Virginia Henkels
Susan Hennenfent
Linda Hensel
Robin Hensley
Sue Herndon
Renee Herrell-Fitzgerald
Rochelle Hershfield
Karla Hertzog*
Linda S. Hervey

Linda F. Hervey
Carolyn Hessler-Radelet
Christine Hickman
Yvonne Hildebrand
Cindi Hill
Peggy Hock
Katherine Holladay
Katherine Holliday Sohn*
Nina Holtz
Maryka Hoover*
Deborah Horwitz*
Michelle Hothem
M. Leslie Hovey
Nancy Howard
Susan Howe
Dotti Howe
Robyn Hudgens
Gay Hugo-Martinez*
Carol Hunter
Barbara Hunter
Ann Hunter-Welborn*
Gail Hutcheson
Jacqueline Ibrahim
Kathlyn Ignacio
Rachel Inmon
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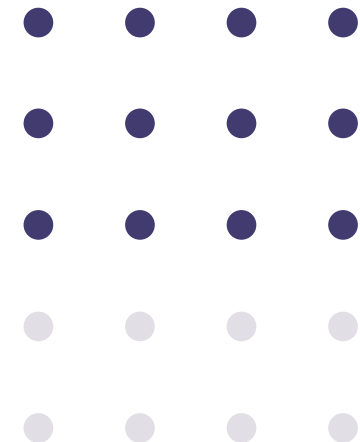
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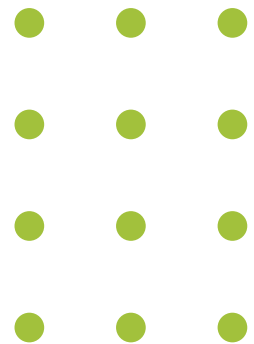
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