



Catherine McAuley Center

Annual Report

Fiscal Year 2015

INSIDE

The Year in Review
Building Our Capacity to Serve
Service Enterprise Certified: What It Means





The Year in Review

PAULA LAND, EXECUTIVE DIRECTOR

Wow! This past year has been full of fast-paced, transformative, and expansive activity. We've stretched our reach into the community and have grown the ways we serve students, residents, and our incredible volunteers. Here are some snapshots of my favorite moments in this year of tremendous development!

A FRESH LOOK TO SPREAD THE WORD

Driving by the Center, you see refreshed new signs, and inside we have new carpet and doors. Re-designed informational brochures and a vibrant new display board help our Outreach Team spread the word about our mission with local clubs, churches, and companies.



We love sharing our passion for helping students and residents, and welcome opportunities to speak with your group—just give us a call!

COMMUNITY CATALYST FOR COMPASSION

In May, a revamped Movin' for McAuley Kickball Tournament engaged 90 new people in support of the organization through kickball fun, and what fun it was! Then in July we were so pleased to join forces with our "big sisters," Mercy Medical Center and Mount Mercy University, for several activities that honored the Sisters of Mercy, our founders, for their 140th year of dedication to the Cedar Rapids community!



Be sure to join us next spring, if not to kick the ball, then to cheer for the kickers.

Catherine McAuley Center Board of Directors

President: John Chaimov, Coe College
President-Elect: Michele Brock, Amperage Marketing
Treasurer: John Gilson, Rockwell Collins
Secretary: Brian Globokar, Hills Bank
Past President: Joan McVay, Farmers State Bank

Ann Alliger, Mercy Medical Center
Patty Barnes, Unity Point Health - St. Luke's Hospital
Martha Barry, Community Volunteer
Nate Klein, Mount Mercy University
Larry Maiers, Community Volunteer
Rama Muzo, Cedar Rapids Community School District

Steve Ovel, Kirkwood Community College
Robert Pence, Terry Lockridge & Dunn, Inc.
Tom Podzimek, Benchmark Construction
Joanne Stevens, NAI Iowa Realty Commercial
Ann Sullivan, Community Volunteer
Sr. Shari Sutherland, RSM, Mount Mercy University
Cheryl Tabarella-Redd, Mount Mercy University
Sr. Mary Cephas Wichman, Community Volunteer
Paula Land, Catherine McAuley Center, Ex-Officio Member
Sr. Mary Lou Podzimek, RSM, Liaison to Sisters of Mercy West Midwest

Appreciation to board members who also served during FY15:

Sr. Annette Fiala, RSM
 Julia Hawkins
 Todd Holverson
 Maureen Kenney
 Sr. Peg Murphy, RSM
 Sr. Susan O'Connor, RSM



A proud United Way partner agency



Catherine McAuley Center



A BOUNTIFUL HARVEST

How rewarding it was to see buckets of fresh vegetables come through the door to feed both residents and the families of students, knowing that it was our dedicated Transitional Housing residents, staff and volunteers who not only grew the produce, but also grew in their gardening knowledge and skills.



Chelsea, our Support Services Coordinator – and garden extraordinaire – reported that 800 pounds were harvested this season.

MAGNIFYING OUR VOLUNTEER PROGRAM

Receiving our Service Enterprise certification (see pg. 8-9) was a seal of approval from the Points of Light organization – affirming our commitment to best practices in our volunteer program. Attending award ceremonies in recognition of our many volunteers was a personal highlight for me this year. Even with nearly 600 volunteers (half of whom are tutors) this past fiscal year, we have at last count, over 90 potential students waiting for a tutor. Do you have a friend, co-worker, or family member who might have an hour a week to help improve a life?



NEW STAFF TEAM MEETS GROWING DEMAND

Our new staff bring new energy and ideas to their roles – all dedicated to meeting the growing demand for services while maintaining and improving quality programs. To ensure that quality, we improved how we evaluate and track program success with grant support from the Greater Cedar Rapids Community Foundation. And as for the growing demand, Katie, our Education Coordinator, shared that the Bhutanese class she teaches twice each week has grown to over 20 people and was expanded to a two hour class.

We couldn't accomplish all of this without the support (see pg. 10-16) of individual donors and volunteers, foundation grants, matching corporate gifts and sponsorships, among other generous groups, churches and schools. Thank you for YOUR support. I'm so excited to see the advancements next year will bring!

Paula
Paula



Catherine McAuley Center Staff FY15

Paula Land, Executive Director
Sheila Landers, Finance Manager
Kelsey Steines, Development & Communications Manager
Sandy Weger, Systems & Facilities Manager
Tina Gossman, Volunteer Coordinator
Marissa Haas, Grants Coordinator
Wendy Arnold-Rodriguez, Education Program Manager
Anne Dugger, Immigrant/Refugee Coordinator
Katie Lanus, Education Program Coordinator

Leeann Oelrich, Education Program Coordinator
Jennifer Tibbetts, Housing Program Manager
Malory Dreasler, Housing Program Coordinator
Chelsea DeLarm, Support Services Coordinator
Naomi Dopp, Women's Counselor
Tsega Habte, Custodial Staff

Staff who also served in FY15
Michala Price, Education Program Coordinator
Nicki Ross, Development & Communications Manager
Christina White, Operations Coordinator
Greg White, Immigrant/Refugee Coordinator
Sherryl Gaffney-Paige, Education Program Coordinator



Report to the Community

JOHN CHAIMOV, BOARD PRESIDENT

Cardigan sweaters, probably pastel pink, with mother-of-pearl buttons and perhaps the faint whiff of mothballs. I knew no nuns, so that was what I expected to see the first time I walked into the Catherine McAuley Center, knowing the organization was founded by the Sisters of Mercy. That, or crinkly habits shuffling behind the severe stone pillars of the convent in *The Sound of Music*.

I arrived on an investigative site visit on behalf of the Greater Cedar Rapids Community Foundation, which has enthusiastically funded many initiatives of the Center over the years. When I walked in, I saw no pink sweaters and smelled no mothballs. What I took in instead captivated me. I saw the faces of neighbors from close by and of students from Europe, Asia, Latin America, and Africa. I heard the music of accents from Russia and Mexico, Tanzania and Korea. It was a whole globe, all in my city. It was enchanting.

I wanted to be part of that music, so before long I had my own study partner and we were off. Years later, I'm still tutoring, still loving that global din.

In the meantime I've also been impressed by the holistic approach the Center takes in its work with women affected by homelessness. It's more than a bed in a room. At the Center women are guided to overcome obstacles, empowered to find gainful employment, and ultimately ushered into independence with their own housing. Like the education wing, it empowers the disempowered.

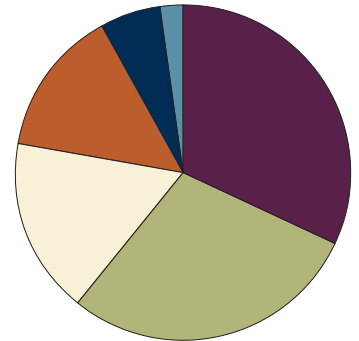
All I've gotten—the education in world affairs, the warm friendships, the sense of reward from being part of an impressive project of self-betterment—couldn't happen without the dedicated staff, without passionate volunteers, and without the generosity of donors and community supporters like you. Thank you.

And if you'd like to be even more involved, join us. You can even wear your pink cardigan.



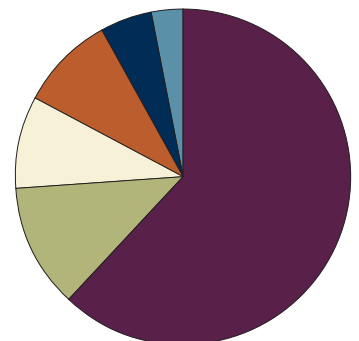
FY15 FINANCIAL REPORT

Building our



FY15 Income: \$747,670

- Grants: \$240,337 (32%)
- Contributions & Events: \$214,803 (29%)
- United Way: \$127,000 (17%)
- Government Grants: \$102,793 (14%)
- Endowment: \$50,000 (6%)
- Other: \$12,737 (2%)



FY15 Expenses: \$728,127

- Program & Administrative Staff: \$454,608 (62%)
- Facilities & Depreciation: \$88,326 (12%)
- Capital Improvement Projects: \$66,992 (9%)
- Program Supplies & Activities: \$64,118 (9%)
- Office Operations: \$31,540 (5%)
- Professional Contract Fees: \$22,543 (3%)

Capacity to Serve

The Merriam-Webster dictionary defines capacity as “the action for which a person or thing exists,” or “the physical and mental power to do something.” At the Catherine McAuley Center, both definitions capture the investments we’ve made in our staff, facilities, infrastructure, and long-term financial health, the behind-the-scenes capacity that impacts how effectively we can carry out our mission of offering hope and opportunity to those seeking it.

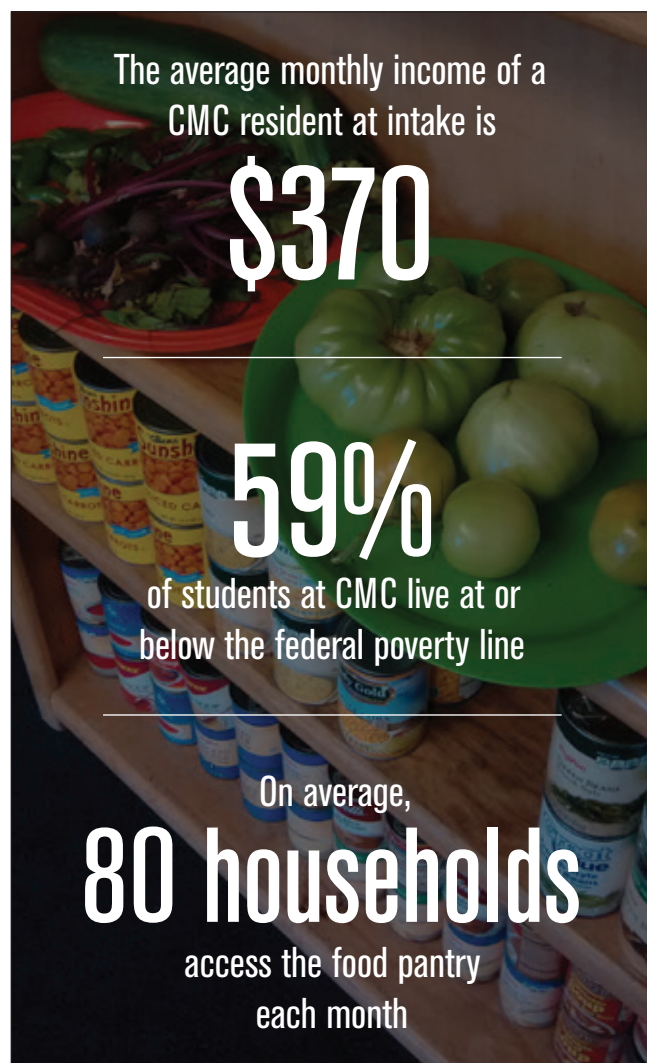
Recognizing the importance of an effective volunteer system, we increased the hours of Volunteer Coordinator, Tina Gossman, to full-time (read more about the impacts of Tina’s leadership on pg. 8-9). CMC also welcomed Marissa Haas as Grants Coordinator, a new position created to expand grant-seeking efforts as an investment in financial growth and sustainability. With this additional capacity, we increased grant revenues by more than \$125,000 from last year, which not only helped sustain and expand CMC programming by funding program materials, staff, and new initiatives, but also investments in infrastructure and facilities, such as energy-efficiency improvements and the development of a database for the Adult Basic Education Program to manage program data, coordinate scheduling, and measure impact.

In January, Sandy Weger joined the CMC team as Systems & Facilities Manager, a position focused on ensuring that our facilities are well maintained and used to their full potential, and that internal systems and technology are up-to-date and utilized effectively. These improvements to internal operations enable program staff and volunteers to focus on the direct client services that impact the lives of students like Rogelio (pg. 6), and residents (pg. 7).

Through our Transitional Housing and Adult Basic Education programs, CMC offers the transformational gifts of *hope* and *opportunity* to adult learners and women who are so often overlooked, forgotten, underestimated—or who may be on the brink of giving up. Fueled by compassion and a deep belief in each person’s potential, CMC has been transforming lives for 26 years, and is making the crucial capacity investments to do so more effectively, for more people, and for as long as its services are needed.

Meeting Basic Needs

A notable feature in the CMC lobby is a stack of brown shelves, re-filled multiple times each week with a variety of breakfast foods, canned goods, and other staples for a healthy diet, some of which are grown in CMC’s own community garden by residents, staff and volunteers. This food pantry, accessible to all CMC students and residents, helps to ensure that every CMC client has their basic needs covered as they work to build skills that enable them to move toward self-sufficiency.



The food pantry is stocked with grocery items purchased from the Hawkeye Area Community Action Program (HACAP) or donated by individuals, churches, or food drives at local businesses.

A wish list of our most needed items can be found at cmc-cr.org. If you would like to host a food drive on behalf of CMC at your place of employment, please contact Tina Gossman at (319) 731-0446 or tina@cmc-cr.org.

Adult Basic Education

Nine years ago, Rogelio, a CMC student, left southern Mexico with his wife and two daughters in search of work in the U.S. He landed in Cedar Rapids, finding it to be a quiet city with nice people and good schools. Faced with a new language, though, his new life in Iowa wasn't an easy change.

"I spoke no English at all. People would speak to me but I never understood them," Rogelio recalls. He and his family were negatively impacted by not being able to read English when he lost a \$500 deposit on his apartment because he didn't understand a letter from his landlord about the requirement to give 30 days' notice before moving. "That was a big deal for me. I needed to learn. I needed to read." Rogelio heard about the Catherine McAuley Center from a friend who was learning English here, and soon started studying at CMC himself. "I was kind of nervous, but when I came I found it was a great place to learn. It helped me a lot. My English got better and at work I got better positions. That's why I come here. I come here to give a better life to my family, my daughters."

Before Rogelio started studying at CMC, he had been employed as a dishwasher at a local restaurant. As his English started improving through classes at CMC, a friend at work encouraged him, "Don't be afraid to speak what you know." He was



soon able to become a server and use his new language skills with confidence on a daily basis. "I have people who come to the restaurant and request me. That makes me feel good." With years of successful serving experience now under his belt, he has begun training to become a manager.

Rogelio says that he practices English more than ever as his daughters have entered elementary school. "To speak two languages is amazing. Now I refer all my friends. I say 'Go to school at the Catherine McAuley Center!'"

Former Education Program Coordinator, Sherryl Gaffney-Paige, with Rogelio at the restaurant where he works. We love seeing our students out in the community!

362 students from 52 countries
studied at the Center for a total of

11,781 hours

85%

of students made progress in their
academic skills

50

students participated in the U.S.
Citizenship Exam Preparation or
Financial Literacy classes, and

14

students became U.S. citizens

70%

of students say they communicate
more with their children's teachers
since starting English classes at CMC

CMC's Immigrant/Refugee
Coordinator connected students with
community resources

196 times

Transitional Housing Program

40 women

participated in the program and received individualized case management to help them meet their goals

Women in the program received

2,260 hours

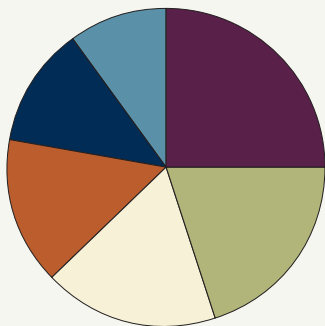
of case management, which is

70% more

contact with staff than the previous year, due to the addition of a newly full-time Support Services Coordinator

835 hours

of on-site counseling were provided to program participants



Primary Reason for Homelessness of CMC residents

- Domestic Violence: 10 (25%)
- Institutional Release: 8 (20%)
- Addiction: 7 (18%)
- Mental Health: 6 (15%)
- Family: 5 (12%)
- Unable to Pay Rent: 4 (10%)

Residents who successfully completed programming stayed at the Center for an average of

7 months

OVERCOMING BARRIERS

Most women entering the Transitional Housing program have experienced trauma and often come from challenging situations such as homelessness and domestic violence. CMC provides a safe and nurturing place to heal and grow as well as the tools women need so that they are empowered to create a better future for themselves. This year CMC has been privileged to see the following women making great strides toward healthy and stable lives!

EMPLOYMENT CONNECTION

Patty* came to CMC unemployed and worried that she wouldn't be able to work due to her physical disabilities. During her first few weeks at CMC, Patty got connected with the World of Work class through Goodwill. "It's nice working with people who are caring, friendly, and respectful. It's nice to feel like I can still do something even with all my health issues." Patty completed the class, and did so well in her weeklong internship that she was asked to return to complete an extended internship for six months.

MEETING MEDICAL NEEDS

Darlene* has dealt with hearing loss her whole life and was using a hearing aid that was more than a decade old when she arrived at CMC. Through a community connection with the Lion's Club, Darlene was able to get fitted for a digital hearing aid for the first time. "My hearing was getting worse, and I realized I had to do something ... I can hear almost everything now. I hear at work a lot better than before." Improved hearing equipped Darlene to find a higher-paying restaurant job at which she excels.

LIFTING SPIRITS

Jeannie returned to CMC after several years in her own apartment for extra support during her final year of nursing school. Jeannie describes, "I was feeling really alone and isolated and didn't feel like I could accomplish my goals without help." Jeannie knew that the stress of school could be very difficult to handle on her own. "I knew from my past that CMC was a safe, stable environment that not only encouraged growth and empowerment but also facilitates it. Being here has lifted my spirits." With the support of her fellow residents at CMC, Jeannie is able to reach out and enjoy time with other women working hard on their own goals during her push to finish school.

**Name changed.*



Transitional Housing volunteers shared a powerful, visual message about the hope program participants encounter at CMC at Catherine's Tea in October.

Volunteers

More than
600 volunteers
gave over
15,000 hours,
the equivalent of
**7.5 additional
staff members**



Did You Know?

Students from local colleges and universities contributed nearly 3,000 hours of volunteer service at CMC last year through internships and work study programs. Interns, like the student pictured above, volunteer up to 15 hours per week on top of classes and involvement in other clubs and activities!

Right: Karen Taylor receives the Governor's Volunteer Award for her length of service to CMC.

SERVICE ENTERPRISE CERTIFIED

Last year, the Catherine McAuley Center announced its work to apply for certification as a Service Enterprise, a designation awarded by the national nonprofit, Points of Light, indicating that an organization follows best practices in volunteer management and is committed to developing the role volunteers play in achieving its core mission. Earlier this year, it was announced that CMC is among the first six organizations in Iowa to achieve this prestigious title!

As part of the certification process, a team of staff and volunteers set out to accomplish several projects that would improve volunteer satisfaction and increase the visibility of CMC in the community, thereby furthering the Center's mission of offering hope and opportunity.

VOLUNTEER RECOGNITION

Recognizing the vast power volunteers have to change the lives of CMC students and residents through their service, the CMC staff and Board made it a goal to actively nominate key volunteers for local and state volunteer awards. This spring, the Sisters of Mercy, who founded CMC in 1989, were inducted into the Iowa Volunteer Hall of Fame. Ann Sullivan, Carol Weber, Mary Bradley, and Karen Taylor each received the Iowa Governor's Volunteer Award for their length of service as volunteer tutors at CMC, and the Cedar Rapids Rollergirls were finalists for the United Way of East Central Iowa's Outstanding Group Volunteer Award.



SPREADING THE WORD

Sometimes the best volunteer recruiter is another volunteer, which is why an Outreach Team of committed, passionate CMC supporters was established and trained to represent the Center at community events. This year, they shared their compelling stories of connection to the Center at 14 separate presentations and volunteer fairs, inspiring others in the community to begin volunteering at CMC.

A CUSTOMIZED EXPERIENCE

From the very beginning, volunteers have been integral to CMC's capacity to provide services. To provide even greater support and connection for volunteers, this year CMC increased Volunteer Coordinator Tina Gossman's hours to full-time. Tina says the greatest change since starting full-time work at CMC has been an improved ability to develop projects that both further our mission and match volunteers' interests. This is most evident in strengthened partnerships with local colleges and universities, whose students frequently participate in internships related to their area of study.

"We are a top choice for students looking to complete internships," said Tina. This can be attributed to the Center's openness to consider how a volunteer can fit within the organization and use their unique skills and abilities to benefit the Center. Interns contribute their passion in many departments at CMC by teaching small group education classes, managing data and files, improving human resource functions, exploring key public policy issues affecting residents in the Transitional Housing program, and supporting events hosted by the Center.

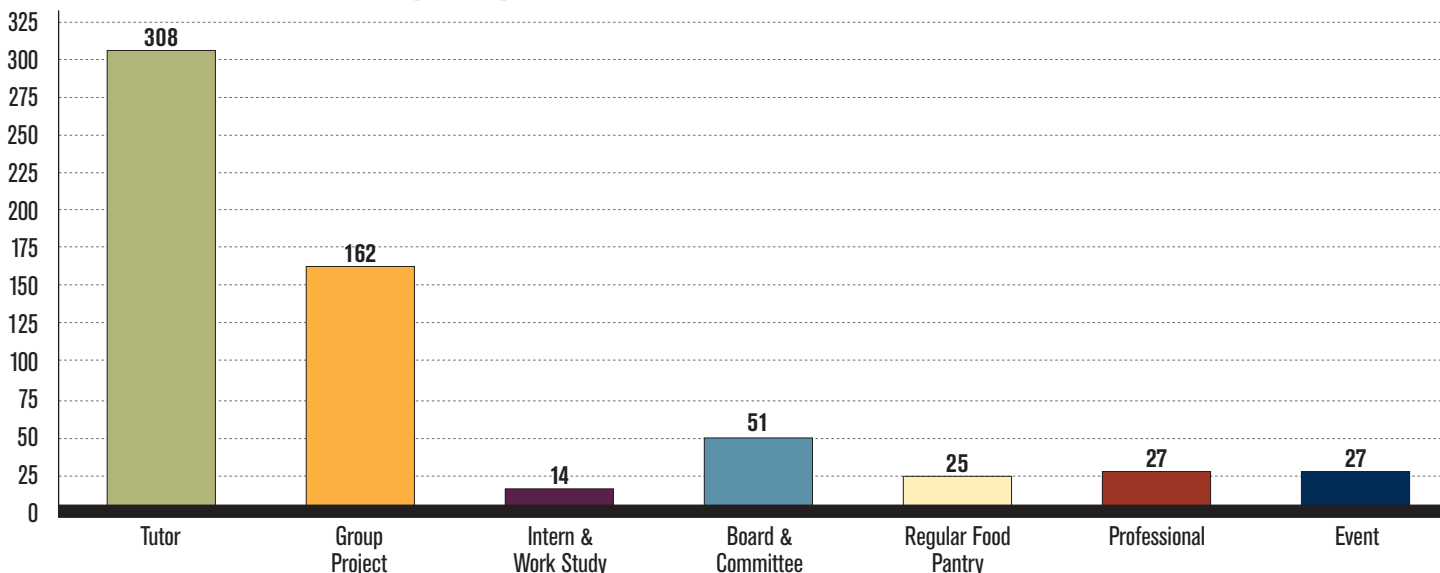
COMMUNICATING VALUE

"I would like every volunteer who walks through the door to feel like they've made a difference at our organization in accomplishing our mission," says Tina. The service of CMC volunteers is invaluable, which is why CMC is continually developing efforts to exhibit the characteristics of a Service Enterprise.



Members of the Outreach Team, like Mary Young (top), are trained to present on behalf of the Center.

Number of Volunteers by Project



FY15 Volunteers

Jenalee Adams	Alexander Boyd	Terri Crumley	Dawn Finn	Carmen Harrington	Rose Mary Kerschenske*
Sheri Albrecht	Jason Boyles	Laurel Cruse	David Fisher	Sharon Harris	David Kesler
Kourtney Albright	Rachel Bradle	Nicole Curley	Naomi Fisher	Tyler Hartley	Haley Kesterson
Kelli Alexander	Mary Bradley	Jacob Daisy	Bill Fletcher	Carol Hartman	Angela Kettle
Suzanne Alexander	John Brady	Christie Dancel	Carole Ford	Mark Hartung	Kathy Kilbourn
Larry Alexman	Kristin Bratton	John Davies	Matthew Franz	Sarah Hatheock	Clara Kincaid
Ann Alliger	Chris Breitfelder	Amy Davis	Danille Frisch	Julia Hawkins	Brenda King
Fred Althoff	Michele Brock	Kayleigh Davis	Patrick Fuleihan	Sr. Rita Heires	Kristin King
Jon Ameling	Samantha Brooks	Brenna Deerberg	Alex Fuller	Sr. Carol Anne Heitgen	Katie Kintzle
Americorps	Kelly Brouard	Seth Dennoek	Nick Gaeta	Connie Hellenthal	Jim Kircher
Jeanne Amosson	Lalisa Brown	Allie Devore	Dennis Gallagher*	Betty Helmich	Christine Kirpes
Tom Amosson	Chris Bryant	Eric Dirks	Dianne Garber	Benson & Hepker Design	Jennifer Klein
Bill Anderson	John Bryant	Matt Dockter	Marti Garrison	Jim Herman	Nate Klein
Doug Anderson	Ronda Buchter	Jessi Dolmage	General Mills	Jordan Hicks	Ann Kleman
Joan Anderson	John Buckeridge	Sr. James Marie Donahue	Irvin Gerks	Ryan Hicks	Celine Klosterman
Micheal Anderson	Bob Buckley	Gil Donovan	Rita Gervais	Tina Hill	Dave Kniffen
Phyllis Anderson	Mindi Bucklin	Naomi Dopp*	Mary Gesing	Kim Hillyard	Alexandria Knode
Tyler Anderson	Morgan Budde	Katie Dudak	Bob Geuder*	Ethan Holverson	Deanna Knustrom
Mary Anson	Sherry Buhr	Jackie Duden	Jeffrey Gibbons	Todd Holverson	David Knuth
Brittany Appleton	Lisa Bunnell	Anne Dugger	Chris Gierut	Elizabeth Hoover de Galvez	Nancy Kodros
Arc of East Central Iowa	Jeremy Burkle	Monica Dunbar	Heather Gierut	Kathy Horan	Andrew Koehler
Chelsa Ardvser	Anne Busha	James Dunnigan	John Gilson	Michael Horne	Anna Kohlmeier
Roger Arechiga	Mary Campbell	Compass	Donna Gladish	Steve Hostert	Mary Kopecky
Sandy Bailey	Mary J Campbell	Randy Dusil	Brian Gleason	Austin Howe	Shawn Koranda
Bethany Baker	Danielle Capalad	Jayne Dvorak	Brian Globokar	Tamara Hume	Janae Kos
Melissa Ballard-Allen	Chris Carlson	Sandy Eccles	Annette Goater	Gingie Hunstad	Becky Kramer
Tim Barber	Jane Carlson	Tera Edmunds	Mike Goater	Josh Hunt	Katelyn Kramer
Billie Barker	Lisa Carney	Susan Elliott-Bryan	Colleen Godar	Joan Husmann	Shannon Kramer
Linda Barnes	Pam Carstens	Melissa Ellis	Chris Goodwin	Stacy Hutchins	Katherine Kress
Patty Barnes	Jeff Cecak	Megan Ely	JoAnn Gorbatjuk	Neal Hutchinson	Kaiden Kunte
Kathy Barr	Cedar Rapids Community School District	Carli Endsley	Alyssa Gossman	Marion Jacobs	Bekah Kurtz
Rose Barreto	Margene Cepowski	David Ernst	Brian Gossman	Jefferson Service Club	Evan Lamb
Martha Barry	John Chaimov	Tresa Ertmer	Danae Gossman	Emily Jeffries	Morgan Land
Marsha Barta	Valerie Chamberlin	Everett Eschen	Bill Graham*	Derek Johansen	Paula Land
Brandon Bascon	Kellen Chang	Kalg Etten	Kris Gralund	Nancy Johansen	Jamie Landers
Jennifer Beard	Madison Chicoine	Crystal Everett	Grant Wood AEA	Kelly Johnson	Mike Langheim*
Todd Beck	Deborah Clemons	Beth Eyanson	Melissa Grant	Rima Johnson	Katie Lanius
Dianne Becker	Brooklyn Coate	Hannah Fairlie	Cathy Gray	Zack Johnson	Carla Lanless
Kelly Belin	Lucila Colazo	Pat Falconio	Kate Green	Brea Johnston	Andy Larson
Amanda Benedict	Dylon Cole	Barb Fannon	Peggy Green	Marilene Julich	Briana Larson
Kayoko Benesh	Thea Cole	Meghan Farrell	Regan Grekoff	So Hyun Jung	Terry Larson
Gary Bentrim	Brad Colton	Lexi Ferden	Douglas Griesenaver	Dolores Kaiden	Amy Lee
Elizabeth Bergeron	Brian Conway	Jennifer Ferring	Suzanne Griggs	Marti Kane	Ronald Lee
Julia Bickel	Phyllis Cooper-Besong	Melissa Fiacco	Viviana Guajardo	Anita Kaplan	Jim LeMaster
Sophie Blake	Isaiah Corbin	Sr. Annette Fiala	Elaine Gurzenhauser	Jennifer Karma	Katelyn Leonardo
Mike Bloomberg	Roger Cousins	Zach Ficken	Marissa Haas	Mihalik Karn	Susan Liddell
Jasmine Blue	Deborah Covell-Dalziel	Sandy Fiegen	Daniel Hackbarth	Leena Kaye	Jane Lindemann
Kimberly Boche*	Jim Covington	Keshia Fields	Kathy Hall	Matthew Keister	Linn County Master Gardeners
Margie Bodensteiner	Terry Crandall	Rhonda Finley	Shawn Hammond	Rose Kelsey	Elise Loan
Nate Borrett	Charles Crawley	Russell Finley	Kylie Hanschman	Maureen Kenney	John Locher
Congo Reform Association			Eric Hansen	Chloe Kepros	

*Indicates volunteers who served more than 100 hours this year. A special thank you to these dedicated individuals.

Jim Loehrlein	Madelynn Mossman	Mckenzie Potter	Eric Schoettmer	Megan Tabor	Shanel Wermerskirchen
Myrna Loehrlein	Mount Mercy University	Rochell Potter	Bill Schoon	Mary Tarbox	Banklowa
Gloria Lopez	Victor Mujica	Darla Prabel	Joyce Schoon	Karen Taylor	Sr. Mary Cephas Wichman
Patti Lucas	Charles Murphy	Prairie Key Club	Steve Schutz	Bellamy Taylor-Pines	Diane Wiesenfeld
Grant Luebe	Sr. Peg Murphy	Sarah Pressley	Tammy Schweitzer	Sheila Tedrow	Hannah Wiles
Sabrina Luongvan	Haley Murray	Bonnie Primrose	Kelly Scott	Diane Teig	Stacie Wiley
Tammy Lutz	Diana Musgrove	Madonna Putnam	Aimee Scranton	Brian Thomas	Mike Wilhelm
Peter Madsen	Ramadhan Muzo	Scott Radeke	Bruce Seehusen	Mary Thompson	Frank Wilkins
Tammie Mahoney	Hawa Mwalimu	Blanca Ramirez-Chavez	Laura Semprini	Mary Ann Thompson	Mackenzie Willits
Larry Maiers	Esperance Mwamini	Jody Randall	Mike Sepulveda	Thomas Thompson	Lauren Winchester*
Betty Mallie*	Maddie Myers	Andrew Rasmussen	Morgan Settlage	Shirley Thorton	Guri (Guriana) Wittstruck
Joe Mallie	Meghan Nelson	Mary Rasmussen	Katie Shaffer*	Jennifer Tibbetts	Andrew Wolf
Zak Manes	Valerie Neubauer	Amy Rawhouser	Ryan Sharer	Chris Tibesar	Johee Won*
Iza Mangin	Linh Nguyen	Rose Reed-Maxfield*	Mary Sharp	Lynn Tiemann	Alexandra Woods
Marion High School	Subrine Northern	Rane Regan	Steven Shepherd	Vildana Tinjic	Amy Worden
Jeralyn Marsalli	Andrea Nus	Anthony Reynolds	Katherine Sheyko	Melissa Torner	Gretchen Wright
David Martin	Barb Oakland	Brian Reynolds	Kay (Kyung-Ran) Shin	Jordan Torquato	Patti Wright
Madalyn Massey	Sr. Brigid O'Connell*	Luke Reynolds	Homa Sidhu	Transamerica	Xavier Key Club
James Mator	Sr. Susan O'Connor	Walid Riachi	Dena Slaman	Reilly Trent	Bob Yeats*
Helga Mayhew	Gibson Odderotol	Zeina Riachi	Steve Slezak	Bob Tribuno	Dawn Yeggy
Teresa McBride	Leeann Oelrich	Ruby Rice	Derek Smith	Claire Tupper	Cheyenne Yonkovic
Alice McCabe	Laura O'Leary	Ryan Richter	Meghan Smith	James Tursi	Joanne Young
Jesse McCaughey	Greg Oler	Kathleen Riffe	Shirley Smith	Jack Ulmer	Mary Young
Jean McDonough	Alma Olhava	Ashley Riley	Teddi Smith	Matt Van Wanig	Mary J. Young*
Devin McGrane	Sandra Ong	Jessica Rilling	Jennifer Snell	Karen Vander Sanden	Grace (Xue Hi) Yu
Marley McGurk	Options of Linn County	Deanne Robinson	Linda Sojka-Parman	Olivia Vander Sanden	Meghan Zalewski
Barb McNally	Steve Ovel	Maddie Robinson	Amanda Sommerfeldt	Vanessa Vega	Tyler Zaraba
Alec McIntosh	Alyssa Owens	Lucas Robison	Melissa Spiegelhalter	Karen Vlasek	Lisa Zwanziger
Avary McKinney	Elaine Oxenford	Rockwell Collins	Debbie Splean	Mary Voelkel	
Maureen McMahon	Bernard Parrish	Shawn Rodine	Katie Splean	Lynnette Volden	
Glady McMellor	Ashley Pastor	Alec Rodriguez	Katie Staab	Candy Voll	
Jean McMenimen	Rich Patterson	Katie Roerman	Miya Stahle	Christine Waggoner	
Joan McVay	Roxanne Paulsen	Christopher Roggio	Kelsey Steines	Betsy Wagner	
Morgan Meese	Lisa Peloquin	Paul Ronan	Sally Stephenson	Caroline Wagner	
Ed Meissner	Bob Pence	Bill Rosberg	Claire Stevens	Helen Wall	
Linda Merritt	Melissa Pence	Merilee Rosberg	Joanne Stevens	Katie Wampole	
Lindsay Micek	Jeff Penning	Nicki Ross	Linda Stoll	Allen Wang	<i>If we neglected to include your name in this list or made a mistake in the way you are identified, we apologize. To help us correct our information, please contact us at 319-363-4993.</i>
Rose Milden	Seth R Pennock	Curran Rosser	Becky Stonawski	Pin Wang	
Joan Millen	Al Peremsky	Connor Roth	Julie Stone	Diana Ward	
Judy Miller	Sarah Perkins	Sarah Roth	Cheryl Stramel	Washington Interact	
Pat Miller	Laure Peters	Anna Rothaeb	Brooke Strasser	John Wasson	
Rose Miller	Amanda Petrick	Anna Rubsam	Eric Straw	Jo Wasta	
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