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Header @ 2

List View

- General Information**
- Contact
- Default Values
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- Document Information
- Clarification Request

Procurement Folder: 1216050  
 Procurement Type: Central Purchase Order  
 Vendor ID: VS0000042847   
 Legal Name: Ter Molen Watkins & Brandt  
 Alias/DBA: TWB Fundraising  
 Total Bid: \$40,000.00  
 Response Date: 05/01/2023   
 Response Time: 19:18  
 Responded By User ID: TWBFundraising   
 First Name: Donald  
 Last Name: Souhrada  
 Email: dsouhrada@Twbfundraising.  
 Phone: 3126009449

SO Doc Code: CRFQ  
 SO Dept: 1500  
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 Solicitation Description: Addendum No 1-Executive Search Firm for Executive Director  
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 Total of All Attachments: 2



Department of Administration  
Purchasing Division  
2019 Washington Street East  
Post Office Box 50130  
Charleston, WV 25305-0130

**State of West Virginia  
Solicitation Response**

**Proc Folder:** 1216050  
**Solicitation Description:** Addendum No 1-Executive Search Firm for Executive Director  
**Proc Type:** Central Purchase Order

Solicitation Closes	Solicitation Response	Version
2023-05-02 13:30	SR 1500 ESR05012300000005482	1

**VENDOR**  
VS0000042847  
Ter Molen Watkins & Brandt

**Solicitation Number:** CRFQ 1500 AGO2300000002  
**Total Bid:** 40000  
**Response Date:** 2023-05-01  
**Response Time:** 19:18:50  
**Comments:**

**FOR INFORMATION CONTACT THE BUYER**  
Toby L Welch  
(304) 558-8802  
toby.l.welch@wv.gov

**Vendor Signature X** **FEIN#** **DATE**

All offers subject to all terms and conditions contained in this solicitation

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Executive Director - WV First Foundation	1.00000	EA	40000.000000	40000.00

Comm Code	Manufacturer	Specification	Model #
80111700			

**Commodity Line Comments:** May September/October 2023  
(4-6 months)

Our fee to conduct this search on behalf of West Virginia First Foundation is \$40,000. Out-of-pocket expenses, including travel and report production, are additional and billed at cost. We will invoice in three equal installments: one at the signing of the search agreement, one after 60 days, and will present the final invoice upon the successful completion of the search.

**Extended Description:**

Executive Director position for the non-profit organization - WV First Foundation

\*Vendors must enter a lump sum, grand total amount as better described in Section 4 of the specifications.

Ter Molen Watkins & Brandt LLC

Proposal for Executive Search

West Virginia First Foundation

*West Virginia First Foundation*



May 1, 2023

*Learn more about us at [www.twbfundraising.com](http://www.twbfundraising.com)*

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**Contact:**

**Amy Funk**  
Senior Vice President  
847.644.0983  
[afunk@twbfundraising.com](mailto:afunk@twbfundraising.com)

**Caroline Older**  
Vice President  
917.656.8179  
[colder@twbfundraising.com](mailto:colder@twbfundraising.com)

**Ter Molen Watkins & Brandt**  
Two North Riverside Plaza, Suite 1875  
Chicago, IL 60606  
[www.twbfundraising.com](http://www.twbfundraising.com)



## Overview

Thank you for considering Ter Molen Watkins & Brandt (TW&B) as your firm to conduct a search for an Executive Director of the West Virginia First Foundation.

The newly formed West Virginia First Foundation will distribute settlement funds from lawsuits against opioid makers and distributors. “We can expand treatment, we can provide evidence-based substance use prevention through this foundation,” Attorney General Patrick Morrisey said during a live stream of the bill’s signing. “We’ll actually help ensure that the laws in our state are better enforced. We know that the opioid epidemic has been one of the great challenges of our time, we know that there’s been a lot of senseless death,” Morrisey said. “The bill being signed today marks a tremendous point in time in our effort to fight back against this terrible crisis.”

As West Virginia First Foundation marks its inauguration, filling the Executive Director position will be a critical first step to developing the strategy and tactics to support the foundation’s mission. As a leader, the Executive Director will collaborate with West Virginia’s government officials, partner with an eleven-person board, and build out the Foundation’s staff.

Our goal for any executive search is to find the ideal candidates who have both the requisite experience and a passion for your mission. Early discovery conversations with key West Virginia leaders will help us to develop a clear understanding of the position. We will then develop a position description to ensure that reflects the Foundation’s mission, vision, values, culture, and expectations.

The market for experienced nonprofit leaders is highly competitive. It is no longer possible to simply post a position and wait for qualified candidates to apply. Interestingly, many skilled and currently employed executives are casually searching for new positions. Potential candidates seek opportunities with the right fit, mission alignment, and personal lifestyle considerations.

The TW&B process applies our years of personal hiring experience along with conducting formal searches and our own personal experience as nonprofit leaders. Our active search for qualified candidates will begin as we craft a compelling description, post the position on a variety of platforms, and proactively reach out to our networks for referrals. We will be creative as we consider who might be a good fit for West Virginia First Foundation. The right candidate is not always the obvious one.

As experts in identifying nonprofit leaders, TW&B is honored to share this proposal for consulting services.

## The TW&B Consultants: Qualifications & Experience

The consulting team we have assembled for West Virginia First Foundation, TW&B Senior Vice President Amy Funk and Vice President Caroline Older, brings deep professional experience in executive search at all levels of nonprofit leadership. Amy also filled multiple leadership positions at GiGi's Playhouse, including an Executive Director role and recently completed a search for the Civic Consulting Alliance's new Development Director. Caroline brings firsthand experience as an Executive Director and recently filled a Vice President of Resource Development at IFF, a Midwest Community Development Financial Institution. Both Caroline and Amy have worked with a large number of nonprofit organizations and not only have a passion for this type of mission but have a deep understanding of the kind of person that it takes to be effective in an executive leadership role.

### **Amy Funk, Senior Vice President**



Amy brings over two decades of high energy, results-driven nonprofit leadership to her clients. She helps nonprofits refine their mission driven storytelling, maximize their revenue, and ensure that the right people are in place for capacity building. She has provided counsel to organizations with budgets ranging from \$1.2 to \$40 million in the performing arts, healthcare, and human services fields. Recent clients include the International Peace Garden, YMCA of Metropolitan Washington, and Meals on Wheels Foundation of Northern Illinois. Mentoring development professionals is a key passion, and she leads the Annual Fellows Program of the Development Leadership Consortium, which introduces new development professionals

to the Chicago philanthropic community. She also serves on the Association of Fundraising Professionals Chicago Board of Directors.

### **Caroline Older, Vice President**



Caroline Older is a strategic and collaborative consultant who engages teams, boards, and community partners to enable clients to achieve their organizational goals. Caroline has 11 years of nonprofit executive director experience across three organizations. She holds deep skillsets in executive search, strategic planning, program development, coaching & mentoring, and board development. Additionally, she has a strong network of nonprofit leaders from the East Coast to the Midwest. Recent clients include IFF, FACETS, Children's Discovery Museum, Hyde Park School of Dance, and Rapid City Arts Council.



## Our Approach and Process

Considering the current challenges to nonprofits and the overall job market, recruiting the right nonprofit executive is incredibly important. Our approach to search is hands-on, with a multi-step process designed to find a fundraising leader who is not just *a good fit*, but rather someone who is *the right fit* for your organization.

### 1. Defining Your Compelling Position

We will begin our engagement with interviews to gain a better understanding of the role the Executive Director needs to fulfill. These conversations will help us define specific tasks, clear expectations, “must have” and “preferred” qualifications, and other details. But perhaps more importantly, they will help us understand the overarching impact this position has on the West Virginia First Foundation and its vision for the future. In this stage, we will also work with you to determine a compensation range and discuss benefits packages.

### 2. Marketing the Position

Once we have developed the set of responsibilities, expectations, and requirements, we will write compelling position description designed to give potential candidates a sense of the opportunities offered by the role, an understanding of West Virginia First Foundation, and what they can expect from the working environment. The position description will go further than a traditional “job description”: it is intended to engage high-level candidates to thoughtfully consider how their skills might match West Virginia First Foundation’s needs. We want applicants to feel excitement at the chance to use their skills to further your mission.

Using our network of contacts, we will distribute the position announcement widely at a regional and national level with a focus on Charleston, West Virginia, and the greater mid-Atlantic area. We will utilize social media, especially LinkedIn, to promote this job opportunity. We will also recommend methods for distributing these materials through organizations like the Association of Fundraising Professionals (AFP), NPO.net, and local fundraising organizations such as Philanthropy West Virginia.

Our proactive outreach is where we can make the most progress toward finding a well-rounded fit for West Virginia First Foundation. In addition to such broader network postings, TW&B will distribute the position through the firm’s extensive network of contacts and will draw upon our colleagues’ networks as well as our own in order to solicit referrals, nominations, and individual expressions of interest. In particular, the Development Leadership Consortium (an organization founded by our firm that provides continuing education to early nonprofit professionals) now has over 500 alumni across the nation that our firm can leverage in the search. This portion of the search also includes reaching out directly to potential prospects who may not be actively searching for a new position.

### **3. Detailed Candidate Screening**

As prospective candidates are identified, we will conduct initial phone conversations to discuss the applicant's experience, interest, and expectations, provide information about the position in greater detail, gather additional and clarifying information from the applicant, collect our initial impressions, and ensure that candidates have each of the "must have" qualifications listed in the position description.

Following phone screening, we will meet with viable candidates either in person or via Zoom (based on your preferred method) to conduct a comprehensive interview with a detailed interview guide intended to uncover the nature and depth of their experience and ascertain whether they are a "fit" for the Foundation. This process ensures that each candidate is well informed about West Virginia First Foundation, its mission and goals prior to meeting with government officials and board members.

After these in-depth interviews, we will conduct comprehensive reference checks on finalists and provide you with a detailed brief for each candidate. Our intention is to present you with multiple qualified candidates for the Executive Director role. In order to speed the process, we will conduct screenings, interviews, and candidate briefs on a rolling basis. We will continue to field inquiries and vet candidates until the position is filled.

### **4. Final Interviews**

For candidates you deem appropriate for the next round of interviews, we will help schedule these longer, in person interviews as well as provide additional briefings to help you define areas of focus for the interview and create an interview guide or rubric. If specific questions arise during these interviews, we will conduct additional reference checks. During this final review we will be in appropriate contact with the candidates to keep them apprised of the process and to ensure their continued interest.

Once you are ready to make an offer, we will be available to provide counsel on structuring the compensation packages and conducting compensation negotiations. West Virginia First Foundation will be responsible for making the actual offer and negotiating terms of employment.

After a candidate has accepted your employment offer, we will notify applicants who were not selected.

### **5. Quarterly Check In**

As part of our commitment to a successful, long-term fit for both the candidate and the organization, we conduct quarterly Zoom conference calls with the client and the placed candidates for the year after our services conclude. We find that this helps to identify any early issues and ensures a stronger placement.

## Project Timeline and Fee

Searches of this nature can take time and can last from four to six months. We recognize how important it is to fill this position quickly, but even more important is to fill the Executive Director position with the best candidate. We will work diligently to complete the process in as timely a manner as possible.

Once we begin marketing the position description and contacting professionals in our networks, we intend to begin presenting you with viable prospects within 6-8 weeks. As a part of our process, we will maintain regular contact sending you weekly search updates via email to keep you fully apprised of our progress. While most or all of our work can be conducted remotely, the initial fact-finding mission and/or our in-depth interviews could be conducted in person. We would coordinate a block of time to save on travel expenses for these two phases of our work.

Our fee to conduct this search on behalf of West Virginia First Foundation is \$40,000. Out-of-pocket expenses, including travel and report production, are additional and billed at cost. We will invoice in three equal installments: one at the signing of the search agreement, one after 60 days, and will present the final invoice upon the successful completion of the search.

Executive Search	
<b>May – September/October 2023 (4-6 months)</b>	<ol style="list-style-type: none"> <li>1. Conduct initial meetings</li> <li>2. Draft position description</li> <li>3. Disseminate position description</li> <li>4. Conduct prospecting calls</li> <li>5. Conduct initial candidate screenings</li> <li>6. Conduct initial interviews</li> <li>7. Prepare West Virginia government officials for final interviews</li> <li>8. Support salary negotiation with successful candidate</li> <li>9. Notify unsuccessful candidates</li> </ol>
<b>Total Fee</b>	<b>\$40,000</b>

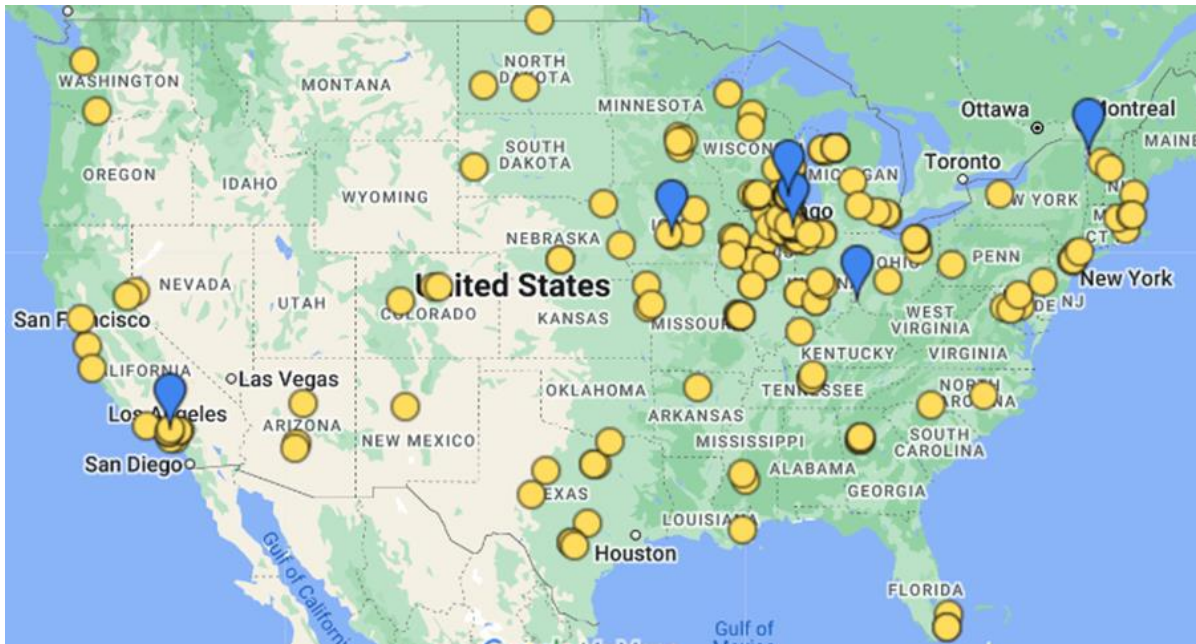
Should the selected candidate leave the employment of West Virginia First Foundation within the first six months for any reason other than disability or death, TW&B will conduct a second search for the position at no additional charge except for expenses.

## About Ter Molen Watkins & Brandt

The result of a merger between two Chicago-area consulting firms in 2003, Ter Molen Watkins & Brandt offers clients depth and breadth of experience in all facets of not-for-profit work. Members of the consulting team have served in leadership roles in nearly every nonprofit sub-sector, including at local and national social service and advocacy agencies, universities and colleges, major health care institutions, arts agencies, and at many of the largest and most distinguished cultural institutions in the country. Our consultants average over 20 years of experience. While based in Chicago, we serve clients all over the country.

All TW&B clients work directly with one or more senior consultants—there are no junior associates added to project teams. Our expertise and perspectives are drawn from first-hand, front-line experience, and we bring empathy to our work that lets us build true partnerships with our clients. Our philosophy is to position clients to continue to succeed long after our engagement is concluded, and our goal is to provide highly tailored solutions that build on clients' strengths.

We believe the best way to demonstrate our success in client service is to reach out to our references. By connecting with other non-profit professionals who have shared the same goals and had the same challenges, you can learn firsthand how TW&B has helped similar organizations advance.



*TW&B is Chicago-based and serves clients nationwide.*

## Recent Searches

### **Eleanor Perrone Toriski**

*Chief Operating Officer*

Civic Consulting Alliance

Email: [eperronatoriski@ccachicago.org](mailto:eperronatoriski@ccachicago.org)

Position filled: Development Director



### **Heather Graves**

*Chief Development Officer*

Marklund

Phone: 630-593-5479

Email: [hgraves@marklund.org](mailto:hgraves@marklund.org)

Positions filled: Annual Fund Manager, Director of Corporate and Foundation Relations



### **Jose Cerda**

*Chief of Staff*

IFF

Phone: 312-404-4633

Email: [jcerda@iff.org](mailto:jcerda@iff.org)

Position Filled: Vice President of Resource Development



*A full list of our clients is attached.*

## Current and Former Clients

*As of March 2023, current clients are in bold.*

### *Animal Welfare*

Heartland Animal Shelter, Wheeling, IL  
Michiana Humane Society, Michigan City, IN  
Oshkosh Area Humane Society, Oshkosh, WI  
PAWS Chicago (Pets Are Worth Saving), Chicago, IL  
Tree House Animal Foundation, Chicago, IL  
WildiZe Foundation, Aspen, CO  
Wisconsin Humane Society, Milwaukee, WI

### *Arts and Cultural Institutions*

Abraham Lincoln Presidential Library Foundation, Springfield, IL  
Akron Art Museum, Akron, OH  
Amon Carter Museum of American Art, Fort Worth, TX  
Atlanta History Center, Atlanta, GA  
Baltimore Museum of Art, Baltimore, MD  
Betty Brinn Children's Museum, Milwaukee, WI  
Beverly Art Center, Chicago, IL  
Boca Raton Museum of Art, Boca Raton, FL  
Boston Youth Symphony Orchestras, Boston, MA  
Botanic Garden Society of Northwest Michigan, Traverse City, MI  
Bowers Museum, Santa Ana, CA  
Bruce Museum, Greenwich, CT  
Cafeteria Kids Theater, St. Helena, CA  
Canal Corridor Association, LaSalle, IL  
Charles Allis and Villa Terrace Art Museums, Milwaukee, WI  
Chicago Architecture Foundation, Chicago, IL  
Chicago Artists Coalition, Chicago, IL  
Chicago Botanic Garden, Glencoe, IL  
Chicago Creative Reuse Exchange, Chicago, IL  
Chicago History Museum, Chicago, IL  
Chicago Jazz Ensemble, Chicago, IL  
The Chicago Office of Tourism and Culture, Chicago, IL  
Chicago Opera Theater, Chicago, IL  
Chicago Philharmonic Society, Chicago, IL  
Chicago Shakespeare Theater, Chicago, IL  
The Chicago Symphony Orchestra, Chicago, IL  
Children's Discovery Museum Foundation, Normal, IL  
Children's Museum in Oak Lawn, Oak Lawn, IL  
Cleveland Museum of Art, Cleveland, OH  
Cleveland Museum of Natural History, Cleveland, OH  
COCA (Center of Creative Arts), St. Louis, MO  
Court Theatre, Chicago, IL  
Crystal Lake Art Center, Frankfort, MI

The Detroit Institute of Arts, Detroit, MI  
Dupont Underground, Washington, DC  
Elgin Symphony Orchestra, Elgin, IL  
Elmhurst Art Museum, Elmhurst, IL  
Emerald City Theatre, Chicago, IL  
Emile Cohle Art Academy, Los Angeles, CA  
Facets Multimedia, Chicago, IL  
The Field Museum, Chicago, IL

#### **Friends of the Domes, Milwaukee, WI**

Geneva Foundation for the Arts, Geneva, IL  
Glessner House Museum, Chicago IL  
Gorton Community Center, Lake Forest, IL  
Grand Traverse Heritage Center, Traverse City, MI  
Harmony Foundation International, Nashville, TN  
Highwood Park Library, Highwood, IL  
Hyde Park School of Dance, Chicago, IL  
Illinois Symphony Orchestra, Springfield, IL  
International Peace Garden, Dunseith, ND  
Iowa Transportation Museum, Grinnell, IA  
The Joffrey Ballet, Chicago, IL  
John Michael Kohler Arts Center, Sheboygan, WI

#### **KidZone Museum, Truckee, CA**

Lake Bluff Public Library, Lake Bluff, IL  
Lake Forest Symphony Association, Lake Forest, IL  
Lakeview Museum of Arts and Sciences, Peoria, IL  
Landmarks Illinois, Chicago, IL  
Lincoln Park Zoo, Chicago, IL  
The Jack and Shirley Lubeznik Center for the Arts, Michigan City, IN  
Lookingglass Theatre Company, Chicago, IL  
Loyola University Museum of Art (LUMA)  
Lyric Opera of Chicago, Chicago, IL  
McLean County Arts Center, Bloomington, IL  
McLean County Historical Society, Bloomington, IL  
Miami City Ballet, Miami Beach, FL  
Mills House Community Association, Benzonia, MI  
Milwaukee Art Museum, Milwaukee, WI  
Milwaukee Film, Milwaukee, WI  
Milwaukee Repertory Theater, Milwaukee, WI  
Milwaukee Symphony Orchestra, Milwaukee, WI  
Minnesota Zoo Foundation, Apple Valley, MN  
Monterey Museum of Art, Monterey, CA

#### **Monthaven Arts and Cultural Center, Hendersonville, TN**

Museum of Contemporary Art, Chicago, IL  
Museum of Nebraska Art, Kearney, NE  
Museum of Ventura County, Ventura, CA

National Museum of Mexican Art, Chicago, IL  
 National Public Housing Museum, Chicago, IL  
 The National Time Museum, Chicago, IL  
 Newberry Library, Chicago, IL  
 The New World Symphony, Miami Beach, FL  
 Northlight Theatre, Skokie, IL  
 Open Studio, Evanston, IL  
 Peggy Notebaert Nature Museum, Chicago, IL  
 Poetry Foundation, Chicago, IL  
 Porchlight Music Theatre, Chicago, IL  
 Project 120 Chicago, Chicago, IL  
 Rapid City Arts Council, Rapid City, SD  
 Ravinia Music Festival, Highland Park, IL  
**The Renaissance Society, Chicago, IL**  
 Renaissance Theaterworks, Milwaukee, WI  
 Royal Botanic Gardens, Kew, London, England  
 Saint Louis Art Museum, St. Louis, MO  
 St. Louis Science Center, St. Louis, MO  
 San Antonio Museum of Art, San Antonio, TX  
 Science and Technology Museum of Atlanta, Atlanta, GA  
 The Science Museum, London, England  
 Sherwood Community Music School at Columbia College Chicago,  
 Chicago, IL  
 St. Louis Symphony Orchestra, St. Louis, MO  
 Suburban Fine Arts Center, Highland Park, IL  
 Swope Art Museum, Terre Haute, IN  
 Theodore Roosevelt Presidential Library Foundation,  
 Dickinson, ND  
 TimeLine Theater Company, Chicago, IL  
 Traverse Symphony Orchestra, Traverse City, MI  
 Unity Temple, Oak Park, IL  
 War Memorial Center, Milwaukee, WI  
 Wisconsin Conservatory of Music, Milwaukee, WI  
 Witte Museum, San Antonio, TX  
 Wonderlab, Bloomington, IN  
 Zoo Atlanta, Atlanta, GA

## *Economic Development*

**IFF, Chicago, IL**

## *Education-Related Organizations*

ASIANetwork, Rock Island, IL  
 Big Shoulders Fund, Chicago, IL  
 Carole Robertson Center for Learning, Chicago, IL  
 Chapin Hall at the University of Chicago, Chicago, IL  
 Chicago Literacy Alliance, Chicago, IL  
 Chicago Lutheran Educational Foundation, Chicago, IL  
 Children's Literacy Foundation (CLiF), Waterbury Center, VT  
 Civic Consulting Alliance, Chicago, IL  
 DePaul College Preparatory, Chicago, IL  
 Edessa School of Fashion, Milwaukee, WI  
 Evanston Township High School, Evanston, IL

Institute of Play, New York, NY  
 Genetics and Public Policy Center, Washington, D.C  
 Global Citizens Network, Minneapolis, MN  
 Golden Apple Foundation, Chicago, IL  
 Forging Industry Educational Research Foundation, Cleveland, OH  
 Foundation for Independent Higher Education, Chicago, IL  
 Illinois Action for Children, Chicago, IL  
 Illinois Campus Compact, Chicago, IL  
 Illinois Performance Excellence, Peoria, IL  
 Kids First Chicago, Chicago, IL  
 Lake County Partners, Lincolnshire, IL  
 Leadership Academy and Urban Network for Chicago (LAUNCH),  
 Chicago, IL  
 Leadership Greater Chicago, Chicago, IL  
 LINK Unlimited, Chicago, IL  
 Morgan Park Academy, Chicago, IL  
 National Faculty, Atlanta, GA  
 National Guild for Community Arts Education, New York, NY  
 New Trier Educational Foundation, Northfield, IL  
 Nicolet High School, Glendale, WI  
 Puente Learning Center, Los Angeles, CA  
 Reading in Motion, Chicago, IL  
 Shorewood School District, Shorewood, WI  
 St. Francis High School, Wheaton, IL  
 The Thinking Project, Denver, CO  
 Three Pillars Initiative, Oak Park, IL  
 We Tell Stories, Los Angeles, CA

## *The Environment*

Azimuth World Foundation, Bismarck, ND  
**Born Free, Silver Spring, MD**  
 Cofan Survival Fund, Quito, Ecuador  
 Delta Institute, Chicago, IL  
 Environmental Law and Policy Center, Chicago, IL  
 Environmental Research Foundation, Lincolnwood, IL  
 Ice Age Park & Trail Foundation, Madison, WI  
 Irons Oaks Foundation, Olympia Fields, IL  
 Lincoln Park Conservancy, Chicago, IL  
 Multi-State Working Group, Sun City West, AZ  
 National Park Service, Omaha, NE  
 Openlands, Chicago, IL  
 Parkland Foundation, Normal, IL  
 Pheasants Forever, Saint Paul, MN  
 Point Betsie Lighthouse (Friends of), Frankfort, MI  
 Preservation Foundation of the Lake County Forest Preserves,  
 Lake County, IL  
 Save the Dunes, Michigan City, IN  
 Taltree Arboretum and Gardens Foundation, Valparaiso, IN  
 Trust for Public Land, Chicago, IL  
 Urban Ecology Center, Milwaukee, WI  
**The Wetlands Initiative, Chicago, IL**

## *Faith-Based Organizations*

Angel's Fund Committee of Second Presbyterian Church, Chicago, IL  
Beth Emet The Free Synagogue, Evanston, IL  
Faith Community Church, Franklin, WI  
First Unitarian Society of Madison, Madison, WI  
Goldman Union Camp Institute, Zionsville, IN  
JCC of St. Louis, St. Louis, MO  
Jewish Community Board of Akron, Akron, OH  
Lake Street Church, Evanston, IL  
Lee Church Congregational, U.C.C., Lee, NH  
Oak Park Temple, Oak Park, IL  
Old St. Mary's, Chicago, IL  
Presbytery of Chicago, Chicago, IL  
Protestants for the Common Good, Chicago, IL  
St. Edmund Parish, Oak Park, IL  
Saint James Catholic Church, Chicago, IL  
Sisters of St. Joseph of La Grange, La Grange, IL  
St. Barnabas Parish, Chicago, IL  
Winnetka Congregational Church, Winnetka, IL

## *Foundations*

BitGive Foundation, Truckee, CA  
Clearwater Camp Foundation, Minocqua, WI  
Crossroads Fund, Chicago, IL  
The Richard H. Driehaus Foundation, Chicago, IL  
Evanston Community Foundation, Evanston, IL  
Driskill Foundation, Naperville, IL  
Gateway Foundation, Chicago, IL  
Grand Traverse Regional Community Foundation, Traverse City, MI  
The Lloyd A. Fry Foundation, Chicago, IL  
Norwegian American Hospital Foundation, Chicago, IL  
Oak Park River Forest High School Scholarship Foundation, Oak Park, IL  
Tate Family Foundation, Fox Point, WI

## *Governmental Organizations*

City of Aurora, Aurora, IL

## *Healthcare and Health-Related Organizations*

Access Community Health Network, Chicago, IL  
Alisa Ann Ruch Burn Foundation, El Cerrito, CA  
American Orthopaedic Foot & Ankle Society, Rosemont, IL  
Access Community Health Network, Chicago, IL  
Advocate Charitable Foundation, Park Ridge, IL  
Alexian Brothers Bonaventure House, Elk Grove Village, IL  
Alexian Brothers Health System Foundation, Chicago, IL  
Allen Institute for Brain Research, Seattle, WA  
Alzheimer's Association National Headquarters, Chicago, IL

American Brain Tumor Association, Des Plaines, IL  
American Heart Association Greater Midwest Affiliate, Chicago, IL  
Batten Disease Support & Research Association, Columbus, OH  
BloodCenter of Wisconsin, Milwaukee, WI  
Cancer Wellness Center, Northbrook, IL  
Cathedral Counseling Center, Chicago, IL  
Chicago Health Policy Research Council, Chicago, IL  
Children's Oncology Services, Inc., Chicago, IL  
Doheny Eye Institute, Los Angeles, CA  
Evanston Northwestern Healthcare, Evanston, IL  
Foundation for Women's Cancer, Chicago, IL  
Froedtert Hospital, Milwaukee, WI

### **Gaia Home, Bismarck, ND**

Gigi's Playhouse, Hoffman Estates, IL  
Gilda's Club Chicago, Chicago, IL  
Hadley Institute for the Blind and Visually Impaired, Winnetka, IL  
Health for Humanity, Wilmette, IL  
HealthReach, Waukegan, IL  
Health Vision Midwest, Gary, IN  
Kidney Cancer Association, Evanston, IL  
La Rabida Children's Hospital, Chicago, IL  
Little Company of Mary Hospital, Evergreen Park, IL  
Loyola University Health System, Maywood, IL  
Medical College of Wisconsin, Milwaukee, WI  
Mercy and Unity Hospitals Foundation, Fridley, MN  
Milwaukee Health Care Partnership, Milwaukee, WI

### **Multidisciplinary Association for Psychedelic Studies, San Jose, CA**

National Investment Center for the Seniors Housing and Care Industry, Annapolis, MD  
National Multiple Sclerosis Society Wisconsin Chapter, Hartland, WI  
National PKU Alliance, Tomahawk, WI  
NewAldaya Lifescapes, Cedar Falls, IA  
Oak Park River Forest Infant Welfare Society, Oak Park, IL  
OMS Foundation, Rosemont, IL  
One World Surgery, Deerfield, IL  
Pillars Community Health, LaGrange Park, IL  
Planned Parenthood of Illinois, Chicago, IL  
Planned Parenthood of Wisconsin, Milwaukee, WI  
Plymouth Place Senior Living, La Grange Park, IL  
Rehabilitation Institute of Chicago, Chicago, IL  
Resurrection Development Foundation, Des Plaines, IL  
Rush North Shore Medical Center, Skokie, IL  
Rush NeuroBehavioral Center, Skokie, IL  
Rush University Medical Center, Chicago, IL  
Rush University Medical Center Woman's Board, Chicago, IL  
Sinai Health System, Chicago, IL  
Society of Toxicology, Reston, VA  
South Fulton Medical Center, Atlanta, GA  
Swedish Covenant Hospital, Chicago, IL  
U Mass Medical Center, Worcester, MA  
University of North Texas Health Science Center, Fort Worth, TX  
Wilson Research Foundation, Jackson, MS



## Higher Education

Abilene Christian University, Abilene, TX  
Alverno College, Milwaukee, WI  
Angelo State University, San Angelo, TX  
Archeworks, Chicago, IL  
Augustana College, Rock Island, IL  
Aurora University, Aurora, IL  
Austin College, Sherman, TX  
Austin Presbyterian Theological Seminary, Austin, TX  
Beloit College, Beloit, WI  
California State University, Fullerton, CA  
Cardinal Stritch University, Milwaukee, WI  
Carroll University, Waukesha, WI  
Chicago School of Professional Psychology, Chicago, IL  
Claremont McKenna College, Claremont, CA  
Claremont School of Theology, Claremont, CA  
College of Lake County, Grayslake, IL  
Columbia College Chicago, Chicago, IL  
Columbia College of Missouri, Columbia, MO  
Columbia College of Nursing/Columbia Foundation, Milwaukee, WI  
Concordia College of New York, Bronxville, NY  
Concordia University, River Forest, IL  
DePaul University, Chicago, IL  
Des Moines University, Des Moines, IA  
Dominican University, River Forest, IL  
East-West University, Chicago, IL  
Erikson Institute, Chicago, IL  
Governors State University, University Park, IL  
Harper College, Palatine, IL  
Illinois Institute of Technology, Chicago, IL  
Indiana State University, Terre Haute, IN  
Institute for Clinical Social Work, Chicago, IL  
Institute of Design, Illinois Institute of Technology, Chicago, IL  
John Marshall Law School, Chicago, IL  
Kalamazoo College, Kalamazoo, MI  
Kendall College, Evanston, IL  
Landmark College, Putney, VT  
Lewis University, Romeoville, IL  
Loyola University Chicago, Chicago, IL  
Loyola University Health Sciences Division, Chicago, IL  
Loyola University Quinlan School of Business, Chicago, IL  
Macalester College, St. Paul, MN  
Marian University, Fond du Lac, WI  
Maurer School of Law, Indiana University, Bloomington, IN  
McCormick Theological Seminary, Chicago, IL  
McHenry County College, Crystal Lake, IL  
Midwestern University, Downers Grove, IL  
Milwaukee Institute of Art and Design, Milwaukee, WI  
Missouri Western State University, St Joseph, MO  
Monmouth College, Monmouth, IL  
Neumann University, Aston, PA  
North Park University, Chicago, IL  
**Northeastern University, Boston, MA**  
Northern Illinois University, DeKalb, IL

Northland College, Ashland, WI

**Oakton College Educational Foundation, Des Plaines, IL**

Princeton Theological Seminary, Princeton, NJ  
Purdue University Calumet, Hammond, IN  
Rhode Island School of Design, Providence, RI  
Roosevelt University, Chicago, IL  
Rosalind Franklin University, North Chicago, IL  
Saint Louis University, St. Louis, MO  
Saint Mary's College, Notre Dame, IN  
Saint Xavier University, Chicago, IL  
Silver Lake College, Manitowoc, WI  
St. Ambrose University, Davenport, IA  
Texas Wesleyan University, Fort Worth, TX  
Trinity International University, Deerfield, IL  
University of Detroit Mercy, Detroit, MI  
University of Illinois at Chicago, Chicago, IL  
University of New Mexico, Albuquerque, NM  
University of Wisconsin, Madison, WI  
University of Wisconsin Foundation, School of Education,  
Madison, WI  
University of Wisconsin-Milwaukee, Peck School of the Arts,  
Milwaukee, WI  
University of Wisconsin-Parkside, Kenosha, WI  
Valparaiso University, Valparaiso, IN  
VanderCook College of Music, Chicago, IL  
Vermont College of Fine Arts, Montpelier, VT

## Human Services

Access Living of Metropolitan Chicago, Chicago, IL  
AIDSCARE, Chicago, IL  
AIDS Foundation of Chicago, Chicago, IL  
Alternatives, Inc., Chicago, IL  
Art Resources in Teaching, Chicago, IL  
**Aspire, Chicago, IL**  
Association House of Chicago, Chicago, IL  
BUILD, Inc., Chicago, IL  
Camp Soaring Eagle Foundation, Scottsdale, AZ  
CARE, Atlanta, GA  
CEDA Northwest, Mt. Prospect, IL  
Center for Economic Progress, Chicago, IL  
Center on Halsted, Chicago, IL  
Center for Neighborhood Technology, Chicago, IL  
Centro Romero, Chicago, IL  
Changing Perspectives, Inc., Bradford, VT  
Chicago Alliance for Neighborhood Safety, Chicago, IL  
Chicago Commons, Chicago, IL  
Chicago Lighthouse, Chicago, IL  
Chicago Maternity Center, Chicago, IL  
Child and Family Services of Northwestern Michigan,  
Traverse City, MI  
Chinese American Service League, Chicago, IL  
Community Support Services, Brookfield, IL  
The Cradle, Evanston, IL

Easterseals, Chicago, IL  
Experimental Station, Chicago, IL  
The Family Institute at Northwestern University, Evanston, IL  
Feeding Tomorrow, Chicago, IL  
Food for Free, Cambridge, MA  
Greater West Town Development Project, Chicago, IL  
Greater Wheeling Area Youth Outreach, Mount Prospect, IL  
Guild for the Blind, Chicago, IL  
Habitat for Humanity of Northern Fox Valley, Elgin, IL  
Hebron House of Hospitality, Waukesha, WI  
Hephzibah Children's Association, Oak Park, IL  
Howard Area Community Center, Chicago, IL  
Illinois Coalition for Immigrant and Refugee Rights, Chicago, IL  
Jane Addams Juvenile Court Foundation, Evanston, IL  
Kaleidoscope, Inc., Chicago, IL

**Kids First Chicago, Chicago, IL**

**Lambs Farm, Libertyville, IL**

Lawrence Hall Youth Services, Inc., Chicago, IL  
Little City Foundation, Palatine, IL  
Lutheran Social Services of Illinois, Palatine, IL  
Marklund, Geneva, IL

**Meals On Wheels Foundation of Northern Illinois, Berwyn, IL**

Mercy Housing, Milwaukee, WI  
Neighborhood Housing Services of Chicago, Chicago, IL

**New Moms, Chicago, IL**

North Carolina Partnership for Children, Raleigh, NC

**One Hope United, Chicago, IL**

**The Opportunity Center, Glendale, WI**

Ounce of Prevention Fund, Chicago, IL  
Our Children's Homestead, Naperville, IL  
Over The Rainbow Association, Evanston, IL  
Paraquad, St. Louis, MO  
Preterm, Cleveland, OH

Repairers of the Breach, Milwaukee, WI

Skills for Chicagoland's Future, Chicago, IL

**Sojourner Family Peace Center, Milwaukee, WI**

St. Vincent de Paul Center, Chicago, IL  
Special Olympics Illinois, Normal, IL  
Thrive Counseling Center, Oak Park, IL  
Vera Court Neighborhood Center, Madison, WI  
Youth Job Center, Evanston, IL  
Y.O.U. (Youth Organizations Umbrella), Evanston, IL

## *Independent Schools*

Akiba-Schechter Jewish Day School, Chicago, IL  
Baker Demonstration School, Wilmette, IL  
Berkeley-Carroll School, Brooklyn, NY  
Carden Arbor View School, Upland, CA  
Catherine Cook School, Chicago, IL  
Catholic Memorial High School, Waukesha, WI  
Chiaravalle School, Evanston, IL  
Chicago Tech Academy, Chicago, IL  
Crossroads College Preparatory School, St. Louis, MO

De La Salle Institute, Chicago, IL  
DePaul College Prep, Chicago, IL  
**Glenwood Academy, Glenwood, IL**  
Elgin Academy, Elgin, IL  
Fenwick High School, Oak Park, IL  
The Feltre School, Chicago, IL  
Forest Ridge Academy, Schererville, IN  
The Harley School, Rochester, NY  
Intercultural Montessori Language School, Oak Park, IL  
Lake Forest Academy, Lake Forest, IL  
Marquette University High School, Milwaukee, WI  
Milwaukee Collegiate Academy, Milwaukee, WI  
Morgan Park Academy, Chicago, IL  
Francis W. Parker School, Chicago, IL  
Piney Woods School, Jackson, MS  
Quest Academy, Palatine, IL  
Saint Catherine's High School, Racine, WI  
San Miguel Schools, Chicago, IL  
Shady Side Academy, Pittsburgh, PA  
University of Chicago Laboratory Schools, Chicago, IL  
University School of Milwaukee, Milwaukee, WI

## *Organizations and Associations*

ACLU Foundation, New York, NY  
American Academy of Pediatrics, Elk Grove Village, IL  
American Association of Law Libraries, Chicago, IL  
American Association of Nurse Anesthetists, Park Ridge, IL  
Armed Services of YMCA Alaska, Anchorage, AK  
Associated Colleges of Illinois, Chicago, IL  
American Council on Consumer Interests, Belleair Bluffs, FL  
Boys and Girls Clubs of Grand Traverse, Traverse City, MI  
Brewers Community Foundation, Milwaukee, WI  
Center for Tax and Budget Accountability, Chicago, IL  
Commercial Food Equipment Service Association), Fort Mill, SC  
Chicago District Golf Association Foundation, Oak Brook, IL  
Family Farmed, Chicago, IL  
Girl Scouts of Greater Chicago and Northwest Indiana, Chicago, IL  
The HistoryMakers, Chicago, IL  
International Essential Tremor Foundation, Kansas City, MO  
Midwest High Speed Rail Association, Chicago, IL  
National Fluid Power Association, Milwaukee, WI  
Northern Suburb Special Recreation Association, Northbrook, IL  
Risk Management Association, Philadelphia, PA  
Rotary Club of Milwaukee, Milwaukee, WI  
SRI International, Menlo Park, CA  
Western Golf Association/Evans Scholars Foundation, Golf, IL  
Wisconsin Policy Research Institute, Milwaukee, WI  
Women's Fund of Greater Milwaukee, Milwaukee, WI  
YMCA of Metropolitan Chicago, Chicago, IL  
**YMCA of Metropolitan Washington, Washington, DC**  
YMCA of the USA, Chicago, IL

## *Peace and Security*

### **Bulletin of Atomic Scientists, Chicago, IL**

Interfaith Youth Core, Chicago, IL

## *Public Broadcasting*

Arkansas Educational Television, Conway, AR

Corporation for Public Broadcasting, Washington, DC

Detroit Public Television, Detroit, MI

The Development Exchange, Inc, Minneapolis, MN

Iowa Public Television, Johnston, IA

KCPT, Kansas City, MO

KJZZ, Phoenix, AZ

KLRN, San Antonio, TX

KNPB, Reno, NV

WTMD, Towson, MD

KRMA, Denver, CO

KUAC, Fairbanks, AK

MPTV Friends, Milwaukee, WI

Native Public Media, Flagstaff, AZ

Nebraska ETV Network, Lincoln, NE

Rocky Mountain PBS, Denver, CO

SDPB—South Dakota Public Broadcasting, Vermillion, SD

WCMU, Mount Pleasant, MI

WFYI, Indianapolis, IN

WKAR, Lansing, MI

WNIN, Evansville, IN

WNIT, Elkhart, IN

WNPT, Nashville, TN

WPBA, Atlanta, GA

WQPT, Moline, IL

Window to the World Communications, Inc., Chicago, IL

WTMD, Towson, MD

WTVP, Peoria, IL

WYES, New Orleans, LA