

2022 ANNUAL REPORT



LETTER FROM THE EXECUTIVE DIRECTOR AND BOARD CHAIR

Dear AHS Supporters,

In 2022, we continued to build on the momentum from 2021, and were grateful for the support we received from you, our hiking community. We worked hard to continue to rebuild participation in AHS programs. Thankfully, the advent of COVID-19 vaccinations in 2021 meant we could safely field [Volunteer Vacations](#) crews and we were back in 2022 with a full schedule of trips from March through November. The 30th anniversary of American Hiking's National Trails Day® (NTD) saw tens of thousands of people from coast to coast get out on the first Saturday of June to leave the trails better than they found them. We were all grateful to be together on the trails again!

Throughout the challenging context of the last two years, AHS has persevered because of your support. [AHS NextGen Trail Leaders](#) pushed advocacy forward through social media

campaigns, participated in Volunteer Vacations, 100% of our leaders led National Trails Day® events, and they pursued professional development opportunities funded by AHS. The all-virtual 2022 [Hike the Hill®](#) brought more trail advocates to the table, as a unified team, than ever before. These trail partners met with key congressional committees and federal agency leaders, including the Director of the National Park Service, to advocate for trails, public lands, and equitable access. Throughout the rest of the year, AHS continued to lead national coalitions focused on funding for and equity in the outdoors; achieved a decades-long effort to secure a new funding line item for the National Trails System in the Bureau of Land Management budget; and increased support for the [Outdoors for All](#) and [Transit to Trails Acts](#). Despite a bitterly partisan environment in Congress, AHS and our allies have been able to connect with

both sides of the aisle to forge bipartisan collaboration thanks to [your participation](#) by making your voice heard.

Our volunteer programs continued to evolve as well. We recruited new crew leaders and crew hosts and are looking forward to creating a brand new, robust crew leader training program in 2023 that will recruit a new generation of folks from a variety of backgrounds. We have been transforming AHS fundraising as well, building stronger relationships with all donors no matter the size of the gift, continuing to diversify our funding sources, and educating our team in building a people-focused culture of philanthropy. We have also spent 2022 building a stronger, more diverse, more engaged social media follower base to strive for even bigger national advocacy wins and build an even stronger sense of community among hikers of all identities. That concerted,

strategic effort resulted in [National Trails Day® 2022](#) reaching a whopping 23 million people on social media, a 140% increase in the number of NTD Pledge takers, and more cause-focused content shares. After 30 years, NTD is becoming recognized across the country as a national day of service for trails and the hiking community.

2023 is going to be better than ever, thanks to your committed, ongoing support. We are deeply grateful!

Happy hiking,



A handwritten signature in black ink.

Saveria Tilden
Board Chair
(she/her/hers)



A handwritten signature in black ink.

Heather Klein Olson
Acting Executive Director
(she/her/hers)

2022 LEGISLATIVE AND POLICY WINS

- ▶ Virtual [Hike the Hill®](#) brought together 120+ trail advocates for invaluable advocacy training, meetings with key congressional committees and federal agency leaders, including the Director of the National Park Service, to advocate for trails, public lands, and equitable access.
- ▶ Led trails community advocacy to secure a [\\$40M increase](#) in funding for trails and trail related programs.
- ▶ Achieved a decades-long effort to secure a new funding line item for the National Trails System in the Bureau of Land Management budget.
- ▶ Joined the [REI Cooperative Action Network](#) and the [Outdoor Alliance for Kids](#) coalition to advocate for the Transit to Trails Act.
- ▶ Celebrated the White House launch of the Federal Interagency Council on Outdoor Recreation ([FICOR](#)). Attendees included DOI Secretary Haaland, USDA Secretary Vilsack, and Chair of the White House Council on Environmental Quality. ([Twitter](#)/[Facebook](#)/[Instagram](#)/[LinkedIn](#))
- ▶ Facilitated participation of NextGen Trail Leader Alumni to join a listening session on Diversity in the Outdoors with Department of Interior Deputy Director Tommy Beaudreau.





ANNUAL ADVOCACY EVENT FOR THE TRAILS COMMUNITY

Over 120 hikers and trail advocates from across the country came together for the 25th Annual [Hike the Hill® advocacy event](#). This annual event, co-hosted with [Partnership for the National Trails System](#), brings together hikers, leaders of the National Trails System, the trails community at large, and NextGen advocates to collectively advocate for shared priorities of the trails system before congress and federal agency leaders. Participants learn from experts and leaders during briefings on the key issues impacting trails.

The trails community met with the National Park Service Director, top leadership at the U.S. Forest Service and Bureau of Land Management, and key congressional committees. Through these meetings, trail leaders demonstrated the importance and value of the following:

- ▶ Trails and the National Trails System
- ▶ Partnerships with the non-profit trails community and volunteers in managing and maintaining trails
- ▶ Increased funding and restored staffing for trails; and
- ▶ The critical work being done to expand equitable access to the outdoors for all communities

AHS [NextGen Trail Leaders](#), trail organizations, and advocates urged Representatives and Senators to support and advance legislation for trails while meeting with congressional offices. The key priorities during Hike the Hill® included:

- ▶ [Passing a full-year 2022 funding bill](#), to realize a \$40M increase in trail and trail-related funding!
- ▶ [Robust funding for trails](#) in the fiscal year 2023 funding bills
- ▶ Co-Sponsoring the [Transit to Trails Act](#)
- ▶ Co-Sponsoring the [Outdoors for All Act](#)
- ▶ Co-Sponsoring the [Continental Divide Trail Completion Act](#)
- ▶ Co-Sponsoring the [National Scenic Trails Parity Act](#)
- ▶ Supporting full funding for the [Recreational Trails Program](#)

Hike the Hill® provided NextGen Trail Leaders their first opportunity to make their voice heard and meet with their congressional representatives' offices and share about the important work they're doing in their communities. NextGen shared their experiences across [social media](#) and [a blog](#) to encourage and educate the hiking community on the importance of advocacy and ways to get involved. There was also an opportunity for NextGen participants across trail organizations to come together for a meet and greet to create connections and engage in dialogue on how to advance their efforts and support each other.

2022 NEXTGEN TRAIL LEADERS

The fifth class of NextGen Trail Leaders (NGTLs) energized emerging leaders across the country in advocacy, communications, and stewardship!



Aleshea Carriere
(she/her)
@Glitzngrits



Verónica Miranda
(she/her)
@vero_wandering



Rebeca Rodriguez
(she/her)
@hikewithrebeca



Robert White
(he/him)
@yogirawraw



Machiko Yasuda
(she/they)
@the.machiko

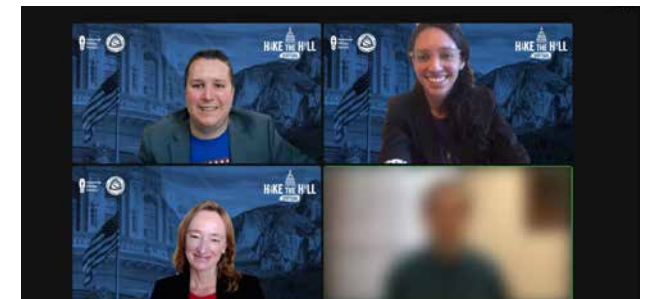
We could not be more proud of the fifth class of NextGen Trail Leaders (NGTLs) we partnered with in 2022! Representing many different backgrounds and interests, this class not only had 100% participation in National Trails Day®, but they also made the most of their advocacy efforts, professional development pursuits, and stewardship opportunities. All year long, NGTLs inspired, taught, and empowered others through social media and across AHS communications to build a stronger hiking community. The year began with NGTLs participating in virtual Hike the Hill® after their deep dive into advocacy during the issue briefings and advocacy training they received in January. From crafting their pitch to support legislation like the Transit to Trails Act and making trail funding requests to sharing why access to the outdoors has been so important in their lives, the impact they make is immeasurable. Rebeca Rodriguez shared her Hike the Hill® experience on the [AHS blog](#).

In June, we saw all five NGTLs host or participate in National Trails Day® events ranging from trail clean ups, educating people of all ages, and maintenance from New Jersey to the coast of California. This is the first year in the program's history that all NGTLs have been able to join the largest day of trail service in the US. First time trail maintenance trip lead Robert White shared, "This was personally my first time doing any type of volunteer trail work, and man was it a rewarding feeling! The trail we worked on hadn't been worked on since prior to the COVID quarantine covering about a mile." Robert's trail maintenance trip came about after attending Wilderness First Responder training at the Big Sur Preserve earlier in the year using his professional development fund and speaking to the preserve's director about the amount of work that needed to be done.

In the fall, NGTL Rebeca used her professional development stipend to attend the Partnership for the National Trails System fall workshop in New Mexico with AHS's Senior Director for

Programs and Advocacy. She gained advocacy knowledge while collaborating with the trails community on creating a more equitable outdoors. NGTL Aleshea attended her first Volunteer Vacation in Natchez Trace State Park, Tennessee. She shared her experience on the AHS blog and plans to attend another Volunteer Vacation in 2023!

The 2022 class went above and beyond with their individual advocacy and stewardship initiatives in addition to Hike the Hill® and National Trails Day® which was made possible by having increased staff support and support from the AHS board.





ALTERNATIVE BREAK

In 2022, a total of 81 students from 9 colleges and universities participated in an Alternative Break with American Hiking Society, contributing to the maintenance of over 25 miles of trails in state parks across the country. Students often join these projects with little to no previous trail maintenance experience but leave with a deep sense of accomplishment, camaraderie with their group, and an appreciation for the work that goes into creating and maintaining safe access to hiking trails.

Oregon State University's new hiking club was selected as one of American Hiking Society's Alternative Break financial support recipients, removing the financial barriers that would have prevented them from otherwise participating. Students contributed to a week-long trail maintenance service project at Moran State Park located on Orcas Island, Washington.

"We were honored to receive the Alternative Spring Break [financial support] from the American Hiking Society. Without the [financial support], it would be impossible for us to enjoy trail volunteering in Moran State Park on Orcas Island, WA.

There were many things I enjoyed on this trip. I love the wildlife, fungus, and plants unique

to Orcas Island. I also adore the beautiful landscapes and gorgeous views. I enjoyed talking to the knowledgeable park rangers who warmly hosted us throughout this trip.

However, out of all of them, what I love most is how this trip bound the hiking club members together. We got to know each other during the week of volunteering and shared laughter by the campfire.

The most rewarding part of the experience for our group is seeing how our volunteer projects can help people and impact the environment. We went to Sucia Island to clear the English Ivy threatening the local species. We opened trails covered with heavy pine needle litter and overgrown branches that might hurt hikers. We also built a trail to create easy access and guide the hikers. Besides these, we even repaired one of Moran State Park's most popular trails broken by fallen trees. The hikers who passed us all showed appreciation for our work by saying 'thank you'. The simple words made us feel our work was worthy, and we knew that we were making long-lasting impacts on the state park.

We all formed strong bonds with our club members and the park rangers, adopted trail stewardship, learned new skills, and created

long-lasting friendships and memories on this trip. Through our volunteer work and the lessons by the park rangers, we understand the hard work of maintaining the trails that we deeply love.

We were surprised about how much effort the state park has put into maintaining the trails. This alternative spring break provides us with a new vision to look at the trails. We will have more appreciation for the trails and the trail crews in the future.

We will definitely participate in another alternative spring break by the American Hiking Society. It is such a meaningful and unforgettable experience.

I would tell my friends who want to participate in the alternative spring break that it is an amazing opportunity to be outdoors and benefit our hiking community. The hands-on experience is unique and creates long-lasting memories, and impacts us. We learned many things on this trip that we will never forget and will not be learning in classrooms."

– Yan Yan, Oregon State University Alternative Break Financial Support Recipient 2022

In 2022, a total of 303 volunteers joined one of 34 Volunteer Vacations that helped to create and maintain access to over 45 miles of new and existing trails, built new bridges and boardwalks, and completed many other trail projects across the United States. Volunteers joined these projects from across the country, and contributed their time and effort to support a variety of projects from creating a new ADA-accessible trail at Aransas National Wildlife Refuge in Texas, clearing the Big Creek Trail of more than 85 fallen trees in the Bitterroot National Forest in Montana, to helping the Appalachian Trail Conservancy complete a multi-year effort to maintain survey markers (monuments) that span 6.75 miles of the boundary along the Appalachian Trail Protected Land Corridor in Maine.

American Hiking Society partnered with Latino Outdoors to co-host a Volunteer Vacation in the Redwoods National and State Parks in Northern California that centered and celebrated the Latinx experience in the outdoors and in conservation work. This special project offered Latino Outdoors community members the opportunity to gather together, conduct trail service, and learn about Redwoods Rising, the largest restoration project of its kind in the country that aims to restore over 50,000 acres of second-growth forest into the old-growth redwood forests of the future. Throughout the week, the volunteers assisted trail crews in the Redwoods National and State Parks to brush and maintain popular trails and remove invasive species all while learning about the work it takes to support healthy redwood ecosystems. Thanks to the philanthropic support of partnering organizations and individual donors, American Hiking provided financial support for this project including meals and transportation so the participants could participate in the Volunteer Vacation with little to no financial barriers.

VOLUNTEER VACATIONS

📷 Ellie Place



“The overall experience of being away from home and the routine for a whole week was transformative, restorative and fulfilling on many levels. Being around like-minded Latina women from all walks of life, each with a unique perspective and life story was one of the highlights of the trip. I appreciate learning with them and from their experiences, struggles and accomplishments; laughing at nothing and everything, watching them be marveled by nature and having that childlike wonder...

This adventure could not have been possible without the great leadership of our organizers from Latino Outdoors and American Hiking Society. Typically, I would not have been able to afford a whole week off from work... [nor]

the knowledge or resources to replicate a trip like this. I appreciate the careful attention to detail and the accommodations provided to make this a successful trip. It was evident that [our hosts and crew leaders] worked very hard to make this event a success, and I know there were other people involved; I appreciate everyone who made this happen.”

– Trini Villegas, VV participant

Volunteer Vacations are made possible by our generous sponsors AKHG by Duluth Trading Company, Athletic Brewing Co., L.L. Bean, and Backpacker’s Pantry. Thank you to our federal partners: the National Park Service, the Bureau of Land Management, and U.S. Forest Service.

AMERICAN HIKING SOCIETY'S NATIONAL TRAILS DAY®

June 4, 2022



MAKING TRAILS AND OUTDOOR COMMUNITY BETTER THAN EVER

In celebration of the 30th annual National Trails Day®, folks of all ages and abilities, trail clubs, non-profits, businesses, and federal and local land managers came together at events across the country to cultivate a more inclusive trail community and advocate* for, maintain, and clean up trails and public lands.

Wesley Trimble



22.8M
Est. Social
Media Reach



197M
Digital News
& Blog Reach



\$4.68M
Advertising
Value Equivalent



361,943
Social Media
Interactions



4,198
People Signed
NTD Pledge

140% Increase
from '21



10,519
Digital
Mentions

Exclusive
Apparel Sponsor



Premier
Beer Sponsor



THANK YOU 2022 SPONSORS AND PARTNERS





\$1.18M
Volunteer
Labor Value



57,340
Event
Participants



12,314
Trail Service
Volunteers



698
Registered
Events



347
Miles of Trail
Improved



94
Trail Service
Projects

TRAILS FOR EVERYONE

National Trails Day® events took place across the country on all types of trails, including the National Scenic, Historic, and Recreation Trails, trails supported by the Recreational Trails Program, and on lands managed by BLM, USFS, NPS, FWS, state, and local agencies.

I spent the morning hosting a trail clean-up. Taking little ones into nature is my favorite pastime...one of the girls found a kiddie pool and tennis shoes in the middle of one of the trails.

—Aleshea Carrieré
AHS NextGen Trail Leader

We were able to accomplish meaningful work on one of our trails. At the end of the event, we took down the “closed” signs and opened the trail for the season.

—Cedar Breaks National Monument

Logout teams clear[ed] over a dozen downed trees along the route using antique crosscut saws.

—Pacific Northwest Trail Association

A top team of volunteers completed the job in two hours, less time than originally thought.

—New York-New Jersey Trail Conference

A couple came on one of their first dates years ago when we started this. They now have 2 children and continue to come.

—Lebanon Rails to Trails

It was a great way to promote the service that my search and rescue team provides to the general public. It was great to have [Outdoor Afro] there hiking along with us.

—New Jersey Search and Rescue

Volunteers enjoyed a day in the wilderness. We didn't get 100% finished, but the trail is in much better shape now.

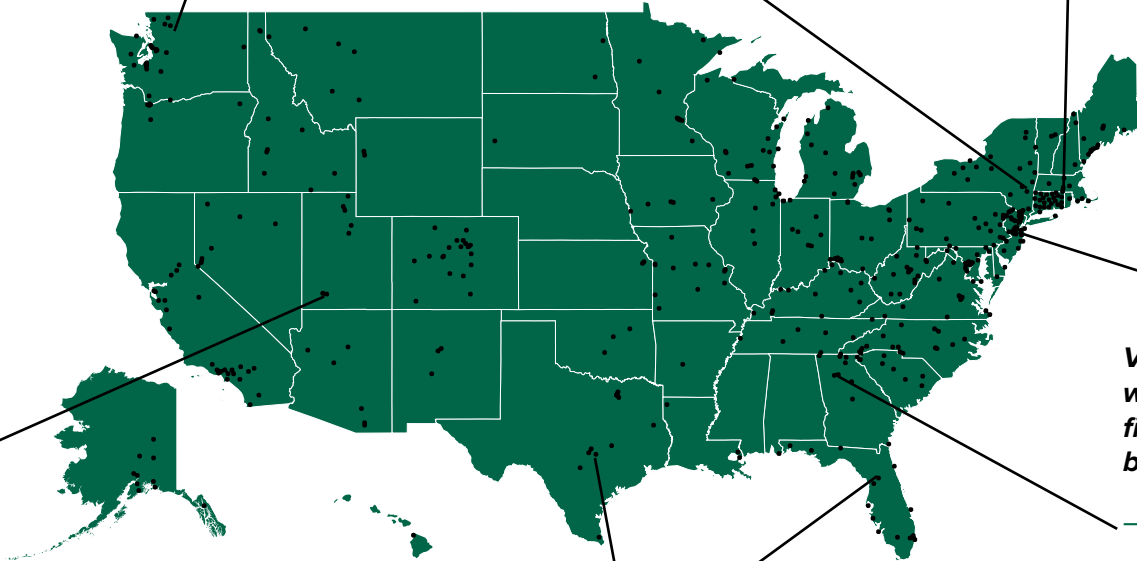
—Lumpkin Coalition

As we hiked, picking up trash as we went, we saw many other hikers look at what we were doing and join in to help or thank us and pledge to continue to look for trash as they hiked that day. Stewardship was contagious that day!

—Pedernales Falls State Park

We had a great turnout to celebrate the multi-use and equestrian trails by recreating and being outdoors. We had over 25 people sign up to become volunteers to help us maintain the 340+ mile of trails that they enjoy and even got at Jr. Ranger! Everyone was grateful for the trails and the beautiful weather.

—Marjorie Harris Carr Cross Florida Greenway



COMMUNITY GRANT EVENTS

American Hiking, with financial support from the U.S. Forest Service, launched the first-of-its-kind National Trails Day® Community Grant this year. Designed to reduce barriers for underrepresented communities to organize meaningful events, the grant greatly added to the celebration of the 30th annual National Trails Day®.

Dozens of well-deserving individuals and organizations from across the country applied for funding for events organized by underrepresented communities, affinity groups, or clubs in the outdoors to support an in-person event for National Trails Day® at a National Forest or National Grassland site. Funds help support transportation costs, hands-on materials, stewardship supplies, gear, food, event promotion, and other materials needed for a full trail experience.

Ruth Rosas and Ismael Cuevas – Huron-Manistee National Forest: Black and Brown Chicagoans with limited exposure to biking and camping trips joined a ride and camping trip. The group biked 60 miles from Chicago, IL to their campsite where they camped for two nights. During the first night, the group got to know one another as they cooked dinner and discussed the importance of access to public lands and conservation. On National Trails Day® the group enjoyed all that the trails in Huron-Manistee National Forest have to offer. Participants also had the option of enjoying group trail runs and paddle activities.



Alejandro Ruiz Rosales

We're Out Here – Cleveland National Forest: Queer BIPOC folks in Orange County joined a nature walk in Black Star Canyon. A low-intensity, mostly flat hike was selected and the event was led by queer, Latinx naturalists Michelle and Tatiana. During the nature

walk, participants met fellow queer BIPOC nature lovers, and along the way, observed and connected with native plants and birds, and even learned about how the mountains used to be under the ocean. Event leaders discussed the presence of the Indigenous peoples whose land they are guests on, and how they can respect and protect the land for generations to come. Designed for all bodies and abilities ages 18+, this trip required no hiking experience.



Yadi Rocha

New Mexico Wildlife Federation (Nature Niños New Mexico) – Gila and Cibola National Forest: This storytelling hike (to be held at a later date due to a forest closure) will invite students from the Albuquerque Sign Language Academy and their families to participate in an accessible event with multiple interactive stories and a variety of hikes based on the family's needs and abilities. This event will have ASL and Spanish interpretations.



Nature Niños

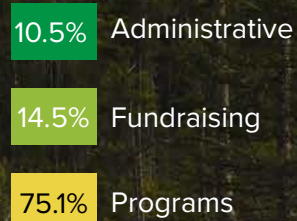
Khmer Community of Seattle King County – Mt Baker-Snoqualmie National Forest: Members of the Khmer community came together for a multi-generational community picnic near Annette Lake followed by a student-led interpretive group hike. The event helped unite the community elders with the youth in a shared immersive outdoor experience rooted in tradition and connection to the natural world.



KCSKC

2022 FINANCIAL REPORT

Expenses



Income



2022 Board of Directors

Executive Committee

Sarah Morgan, Outgoing Board Chair
Saveria Tilden, Incoming Board Chair
Matt Griffis, Vice Chair
Fred Leffler, Treasurer
Michelle Jackson-Saulters, Secretary
Bradley J. Ellis, Esq., Past Chair & Ex-Officio

Directors

Heather Distad
Latasha Dunston
Colvin Hedgepeth
Lauren Beth Jacobs
Becky Marcelliano
Wendy McCormack
Elyse Rylander
Jeremiah Su
Tiffany Williams

Ex-Officio, Non-Voting

Heather Klein Olson, Acting Executive Director

At the end of 2022, AHS voted to add four new board members whose terms began in January 2023. We're excited to welcome Andrea Flora, Mason Gravley, Ronald Morris, and Emily Walbridge to the AHS Board of Directors.

*Includes in-kind donations

**Includes Forest Service JEDI Grant

Special Thanks To Our Supporters

The individuals listed on this page generously contributed \$100 or more in 2022 and are therefore included as members of the American Hiking Society Executive Director's Council. AHS gratefully acknowledges their commitment to empowering all to enjoy, share, and preserve the hiking experience.

Executive Director's Council

Ambassador Level

\$5,000+

L.H. Cox*
 Thomas Geers*
 Dawn Kernen
 Herbert Kirst*
 The Kozubal Family
 The Lasky-
 Barajas Family Fund

Partner's Level

\$2,500 - \$4,999

Maria Betancourt
 Jacob Camp
 Dennis Crowley
 Wendy McCormack
 Saveria Tilden

Founders Level

\$1,000 - \$2,499

Edmond Benson
 Ann Marie Cullen
 Walt and Jane Daniels
 Stephen Doucette
 Andrea Flora
 Charles Frank
 Tilman Giese
 Matt Griffis
 Dr. John Hess
 Nancy Holmes
 James Kern
 Fred Leffler
 Dennis Mudgett
 John R. and Elsa Nimmo
 Arthur and Toni Rembe Rock
 William Sage

Jeremy Su
 Thomas Terwilliger
 Kevin Thomson
 Glen Van Peski
 Kate and Mark Van Waes
 Tiffany Williams

Leadership Level

\$500 - \$999

Katharine Bate
 Scott Beckett
 Kevin Binns
 Paul Cantey
 William Davidson
 Linda Groon
 Colvin Hedgepeth
 John Hervey
 Tom Hoyt

Lauren Beth Jacobs
 C. Lovett
 Beth McKinnon
 Susan Murray
 Bernard Rupe
 Donald Schott
 Jeff Senterman
 Tina Temple
 Carl Trimble
 Jay Twery
 Richard Williamson

Trail Level

\$250 - \$499

Sonja Baertsch
 Shirley Banks
 David Bell
 Anna Belu

Judy Bennett
 Steven Berson
 Amanda Blair
 Ryan Bozis
 Graham Brent
 Kevin Burns
 Patrick Burns
 Andrew Burton
 Joan Carter
 Jeffrey Chabot
 Shelley Childers
 Ethan Clapham
 Brian Copley
 Carolyn Crump
 Richard Cyphers
 Bev Das
 Robert Davis
 Teresa Dean

* deceased

Executive Director's Council (cont.)

Heather Distad	Eric Lewis	Michael Trinko	Steve Barker	Brenda Butler	Mary L. Donovan
Tim Dube	Ryan Lichwell	Susan Vesel	Rod Bartlow	Lorna Campbell	Sabrina Douglas
David Ebert	Les Love	Meredith Webster	Elizaveta Basov	Joseph Cantey	Harold Draper
Diane Espaldon	John Lynch	Gary Wilhelm	Plenny Bates	Ivelisse Cardona	Larry Drbal
Peter Fleszar	Kristen Mangold	Gail Williams	Michael Beach	Cynthia Carlisle	Tom Dunlea
Thomas French	Robert Manning	Dean Yannias	Lynne Beatty	Derek Carroll	Sherry Easterbrooks
Joanna Fry	Becky Marcelliano	Mathew Zemel	Gregory Beroldi	Thomas Carter	Begona Echeverria
Grace Gibson	David Martin	Shelley Zuckerman	Melissa Besecker	Jackson Casimiro	Gary Eckard
James Glockner	Eugene and Zita Mazzola		Dana Best	Mindy Cebulski	Katie Eckman
Diana Gries	Chad McCoy	Hiker Level	Patricia Bielke	Steve Cepa	Joyce Eisold
Barbara and Richard Groen	Richard Meehan	\$100 - \$249	James Bily	Marshall Chase	James Elliott
William Harper	Jim Megerson	Wendy Aaronson	Darren Blankenship	Stephanie Chau	Michael Elliott
Karla Hayes	Jean Moriki	Gary Abrecht	Steve Bomgardner	Pam Chipman	David Elm
Jeff Hester	Jean Morris	Bernard Adelsberger	Rob Borowski	Chris Clark	Laura Elsenboss
Robert Holley	James Mullis	George and Frances Alderson	Stephen Bowie	Courtney Cleveland	Wallace Elton
Darren Hron	George Neighbors	Patrick Allen	Michael Delen Boyd	Stacy Cohen	Cheryl Emoto
Nancy Hsieh	Jim Olson	Robert Allport-Cohoon	Victor Bradford	Anyone Collective	Halle Enyedy
Faith Hughes	Donald Pachner	Dean Amel	Douglas Brattebo	Justin Collins	Kirsten Erickson
Michelle Jackson-Saulters	Roger Pelz	David Anchel	Charles Breaux	William Cummings	Robert Eschrich
Jennifer Jacobson	Nathan Petosky	S. Anderson	Ralph Bremigan	Jerry Curless	Steven Eubanks
Brett Jenison	Wilfred Post	Anonymous	Lisa Brenskelle	John Daberkow	Jill Fahrenholtz
Leonard Jolles	Anthony Quinn	Gerardo Araiza	Meredith Bridgers	Linda Davidson	Luis Falcon
Janet Jones	Edward Reid	Boaz Arch	Robert Bridges	Paul Dawson	Aaron Farmer
Kelly and Alyssa Journey Charitable Giving Fund	Stacy Riffe	Dolores Arjona	Diane Briggs	Rita Day	Matthew Farrar
David Kennedy	Mark Rosen	Nicolas Arnao	Craig Brooks	Donald Dearborn	Kathleen Fauth
Eric Kennedy	Steve Ruzila	David M. Atkins Jr.	Paul Broom	Don DeArmon	William Fawcett
Hannah and Paul Kirschenfeld	William Shanks	Chris Bacorn	CoraLee Brown	Jay Dement	Peter Fejer
Judith Kysh	Don and Susan Shrey	Susanne Bagby	Jeri Bruegger	Andy and Chris Derajtys	Charles Feldmayer
David Larrabee	Theresa Sterbis	Jasmine Ball	Rogene Buchholz	Carol Dickerson	Charles Fenske
	Joseph Sweeny	Matt Ballance	Rose M. Bulger	Mike DiFabio	Paul Ferguson
	John Taylor	Jerry Barker	Rebecca Burns	Nick Digirolamo	Rich Ferreira
	Rebecca Thompson		Mark Bush	Carrie Dion	Janet Ferrnoi

Executive Director's Council (cont.)

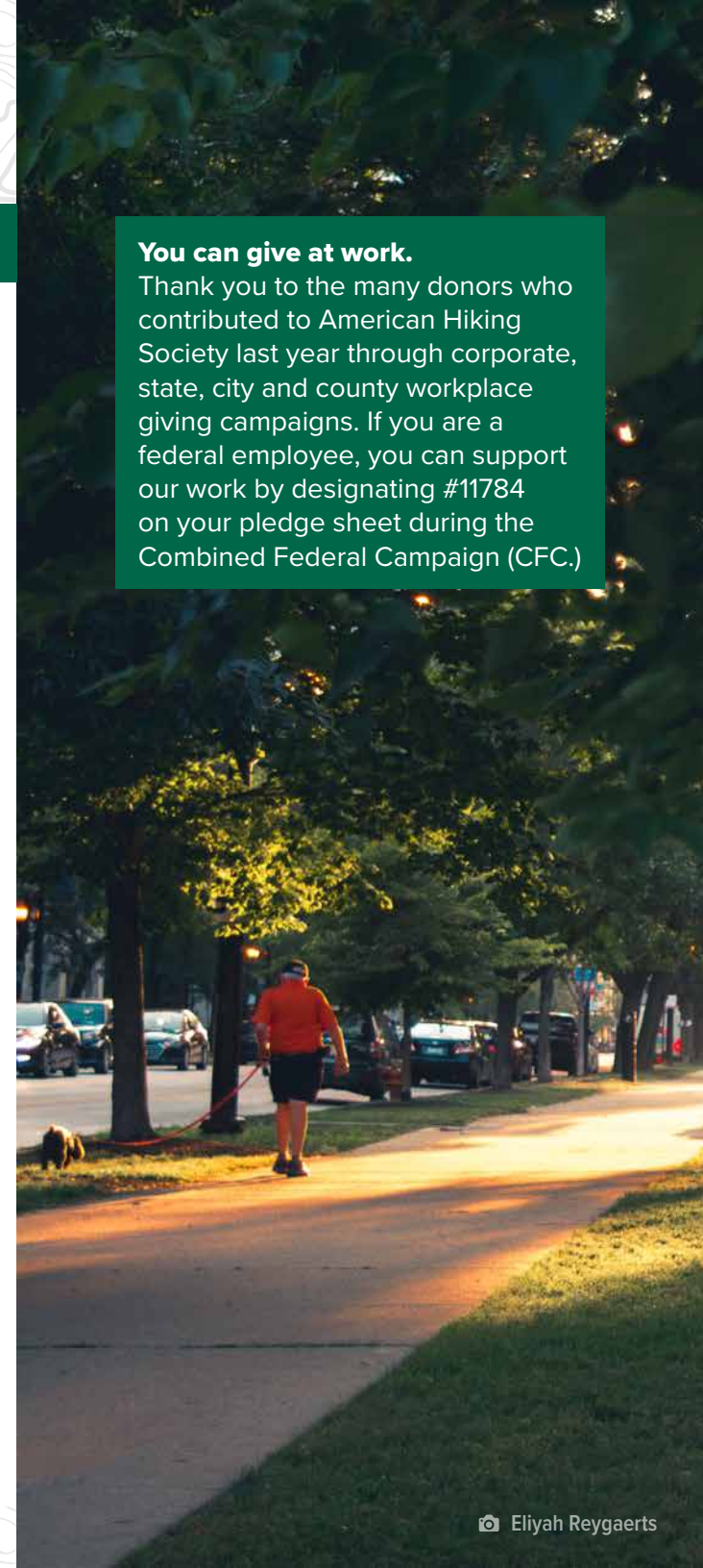
Deborah Filler	Elaine Hamilton	Randall Jacobson	Thomas Larson	Margaret McCarte	Diana Nevins
Carl Fisher	Marshall Hamilton	Kristy Jeans	Richard Lassiter	Steven McCormack	John J. Newberry
Robert Fisher	Martha Hamre	Catharine Jensen	Kelly Lau	Dr. Marjorie F. and Richard G. McCracken	Philip Nordhues
David Fleischhauer	Peter Hanauer	Matt Jensen	Scott Lauffer	Brad and Colleen McCullough	David Norton
Maria Florez	C. Hardenburg	David Johnston	Robert Layson	Timothy McFarren	Georgia Nothdurft
Todd Forden	Greg Harkins	Warren Joseph	Robert Lazar	Thomas McGee	Annette Nowosielski
Linda Foster	Ralph Harp	Nancy Kail	Jenny Lee	Shannon McGinnis	Charles Nunn
Nancy Foster	Clarke Harris	Edward Kaska	Robert Leggett	Diane McKee	Jean Oliphant
Craig Freundlich	Frank Harris	Charlie Kelley	Deborah Lenz	Melissa McKenzie	Shane O'Neil
Anthony Fritz	JoAnn Havel	Michael Kelley	Jacqueline Lesko	Craig McKinley	Timothy O'Rourke
Robert Fulcher	Scott Heffron	Thomas Kelley	Eric Lienhard	Jen McVeay	George Osborne
Michael Garcia	Nancy Heisel	Michael P. Kelly	Ann Livingston	Philip Meinert	Kathleen Osborne-Davis
Eric Gardze	Steven Hendrickson	Fredric Kengetter	Karen Lockwood	Gerald Meyer	Gretchen Oswald
Elizabeth Gemmill	Dennis Henricks	Ashley Kennedy	Thaala Loper	Paul Miedona	Erik Palin
Robert Glick	Jo Ann Herr	Patrick and Diane Kerr	Christine Luong	Susan Miller	John Park
Robert L. Goldsmith III	Sarah and Matt Hill	Tim Kessler	Rod M. Curtis	Randall Miller	Lucas Parsch
Karl Gottschalk	Mark Hilliard	Jon Kilpinen	Lloyd MacAskill	Mark Mittin	Scott Pendleton
Peter Gradoni	Paul Hiszem	Rebecca Kimball	Edward Madere	Geoffrey Mohan	Brooke Peppay
Lydia Grajauskas	Shelby Hoag	Kimberly and Karl Schwichtenberg	Alix Madigan	James Moore	Bill Petree
Lisa Grediagin	David Hodges	Rebecca King	Matt Magnotti	Jason Moore	Denys Petrina
James Green	John Hodges	James Kirstein	Henry Magnuski	Sandra Moore	Melvin Pettus
Holly Grench	Nicholas Holcomb	Elizabeth Kirwin	Nicholas Magnuski	Charles Morlock	Art Phemister
Karen Griffis	Joe Holland	Thomas Kloster	Daniel Mahoney	Timothy Morrison	Aaron and Sharon Phipps
Ed and Beth Grosscup	Carol Horner	Timothy Koenig	Trevor Maiers	Brian Morse	V. Duane Pierce
Clay Grubb	K.L. Horst	Father James Koenigsfeld	Robert Malkowski	Jill Myers	Lee Pierson
David Gurney	Cindy Houser	David Kogut	Diane and Zvi Manas	Nancy Myers	Laura Pike
Kimberly Gustafson	Joseph and Mary Howard	Michal Kuehler	Craig Coburn and Mark Swenson	Keith Nakata	Elizabeth Place
Katie Guthmiller	Robert Howell	Ryan Kulkarni	John Mathews	Brian Nash	Christine Plepys
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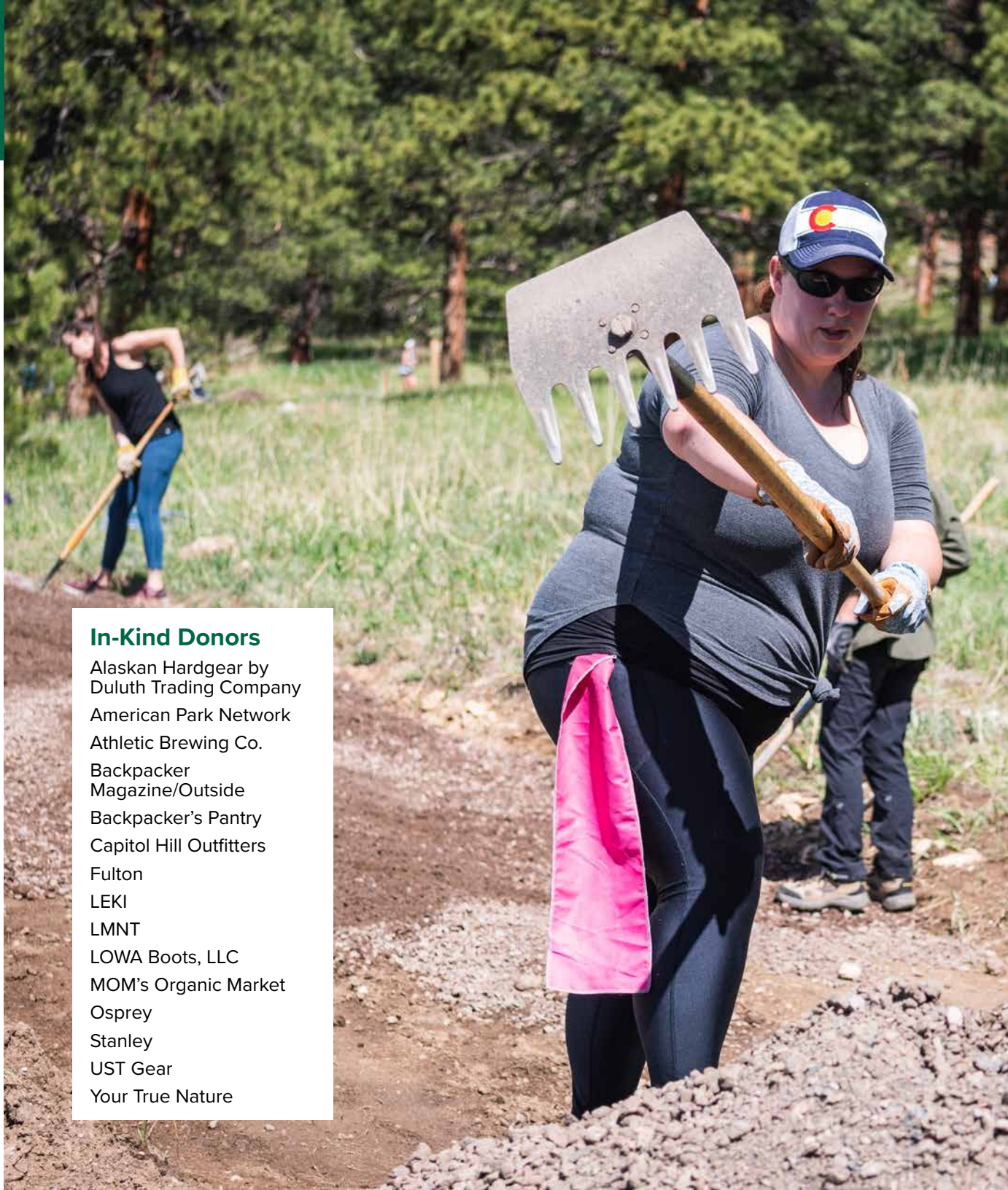
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