



THREE VALLEY CONSERVATION TRUST

2020 Annual Meeting

Report of 2019 Activities
March, 2020 Meeting Was Postponed



AGENDA

- Call to Order
- Remarks by Outgoing Chair
- Approval of Minutes (2019 meeting)
- Finance Report
- Land Stewardship Report
- Property Management Report
- Retiring Board Members
- New Board Election
- Wallace I Edwards Award
- Scenario for 2020

Minutes

2018 Membership Meeting

January 27, 2019

Fernald Visitor Center

6:40 pm Called to order by Chair Mark Boardman, 75 members were in attendance.

Approval of Minutes moved to accept the minutes from the 2017 Annual Meeting held on January 28, 2018. The motion was seconded by and approved unanimously.

Treasurer's Report

Ed Teets

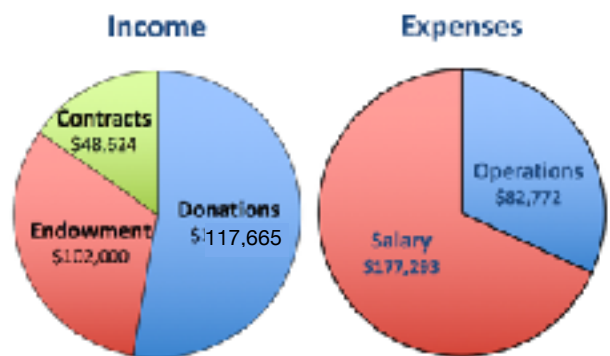
Ed reported that TVCT is in a very good financial situation with 2018 ending with a surplus of \$8,224. Our expenses totaled \$260,065, and income from contracts, endowment earnings, the auction, elegant dinner, and donations provided \$268,289.

Special thanks to Frank House and Ann Geddes for organizing and hosting the Elegant Dinner fundraiser. And special thanks to the children of Wally and Marilyn Edwards for their generous contributions to the Endowments and Land Acquisition Funds.

The 2017 audit was once again a clean one.

Planning for the 2019 Budget is based on expectations of earnings from contracts of \$48,624, and \$107,920 from the Endowment (following the policy of using 4% of the income averaged over three years.)

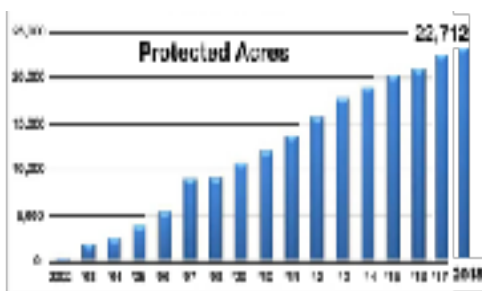
The Board has also made a goal of raising \$117,655 in donations and membership funding. The Budget for



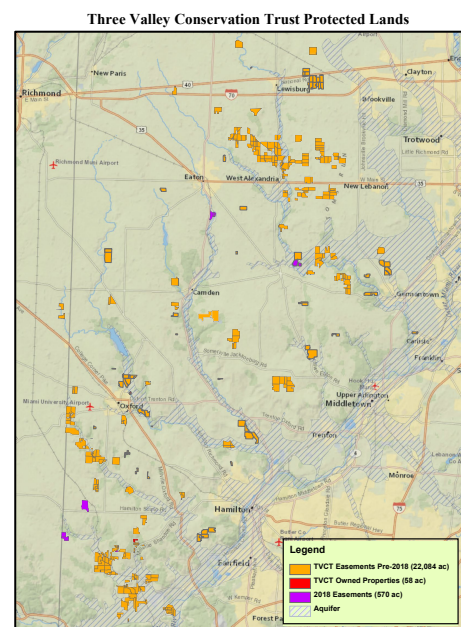
Review of 2018 Land Stewardship

Mark Boardman

Land Preserved with Easements: In 2018 the Trust closed on 5 easements adding 570 acres under protection. This brings the total number of easements to 195 and the total number of acres to 22,653 which accounts for approximately 3.5% of both Preble and Butler Counties. Three of the easements were in connection with the Paddys Run Conservation Project in partnership with Ohio EPA. The legal appeal regarding perpetuity and enforcement of land easements was decided in favor of Three Valley Conservation Trust. The Trust can, and will, enforce conservation easements. Easements are forever.



Growth of acres protected by Three Valley Conservation Trust.



Easement locations of Three Valley Conservation Trust.

OEPA-TVCT Partnership: In 2018, 343 acres of land were protected on three diverse easements, bringing the total land protected in the project area to 4527 acres on 47 easements.

TVCT-PRCP-MetroParks Partnership: Fossil Creek, a 44 acre property owned by the Trust, has been the focus of invasive plant species eradication contracted to Songbird Environmental. Soon, several vernal pools will be created before the property is transferred to MetroParks of Butler County.

Habitats: In 2018, Davis visited 22 properties where he recorded salamanders, frogs and toads, turtles, lizards and snakes. After 30 years of amphibian field searches, Davis observed rare salamanders in Morgan Township. Davis's findings remind us of the importance of abandoned ponds, vernal pools and ephemeral headwater streams. These often overlooked features provide breeding and hibernation habitats for amphibians and reptiles.

Outreach and Education

Donna McCollum and LaTricia Hilman

Activities continued to attract younger community members with the Little Mudders Program (led by LaTricia Hilman), all ages participated in Prairie Walks (led by Eric Hollins and Steve Gordon), and stream clean-ups (led by Donna McCollum). Special efforts continue on the Ruder Preserve to create a boardwalk with accessibility for all, including those with disabilities, needing strollers, wheelchairs, or smooth surfaces (led by the Ruder Management team of Donna McCollum,

Mark



A group of pre-school children and their parents listen to LaTricia Hilman at Donna McCollum's home.



Volunteers from Miami University removing honeysuckle at Ruder Preserve, near Four-Mile Creek



ADA-compliant boardwalk in Ruder Preserve (above) provides access to a beautifully restored riparian forest.



Eric Hollins and Steve Gordon organized and led Prairie Walks to share a portion of the biota of local prairies



Resting area (below) to enjoy the sounds, smells, and sights of Ruder Preserve

Wallace I. Edwards Award

Mark Boardman

The Edwards Award was given to Tom Schneider, Environmental Supervisor, Dayton Office, Ohio Environmental Protection Agency, for his continued support of the Three Valley Conservation Trust and his invaluable technical expertise and leadership since 2011 of the Paddys Run Conservation Project. Working closely with landowners and public officials 4,527 acres on 47 properties have been protected by conservation easements. This was made possible through funds awarded by the Fernald Trustees. But the complicated process of bringing the project to fruition was skillfully guided by Tom Schneider.



Tom Schneider

Board of Trustees Retiring Election - Proposed for 2019 *Mark Boardman*

Board of Trustees in 2018

		term ends
Mark Boardman,	Chair	*2018
Amy Butterfield		retiring
Joe Conrad		retiring
Sarah Dumyahn		2019
Cathy Loucas		retiring
Ben Mattox		retiring
Donna McCollum		2020
Sara Morris		2019
Amy Sullivan		2019
Ed Teets,	Treasurer	*2018
Robert Thurston,	Secretary	retiring
Amy Weber,	2 nd Vice Chair	retiring
Sandra Woy-Hazleton,	Vice Chair	2020

***2018 - returning**

Retiring Board Members

Amy Butterfield
Joe Conrad
Cathy Loucas
Ben Mattox
Robert Thurston
Amy Weber

Proposed For 2019 - Returning (to serve 2019, 2020, 2021, ending Annual Meeting of 2022)

Mark Boardman
Ed Teets

Proposed New Board Members (to serve 2019, 2020, 2021, ending Annual Meeting of 2022)

Suellen Albert
Amanda Bowers
Dan Cox
LaTricia Hillman
Tom Vogel

Proposed slate of new board members:

Suellen Albert

Grew up in Hamilton, Ohio, and currently teaches fifth grade science at Ridgeway Elementary - leading students and involved in many (MANY) conservation programs, creating pollinator gardens and monarch stations, Cornell Lab of Ornithology, Isaak Walton League, Second Chance Wildlife, Ohio Wetlands Association, Stream Team, etc. She is trained in aquatic macroinvertebrate water quality monitoring and the recipient of several teaching awards

- Proclamation awarded by Butler County Board of Commissioners for excellence in teaching about natural resources ~ 2015
- State of Ohio, Teacher of the Year (Ohio Federation of Soil and Water Conservation District) ~ 2017



Amanda Bowers

Amanda, her husband, Bill and their two children, Luke and Samantha, live close to the family farm on four acres within the Twin Creek watershed near Prices Creek in Preble County. Prior to her current domestic life, Amanda attained her B.S. in Environmental Science from Indiana University (Bloomington) in 2002, and her Masters in Environmental Science from Miami University (Oxford) in 2004, with a concentration in Toxicology and Hazardous Substances. After an 18-month paid internship at the Fernald Closure site, Amanda graduated and was hired as an environmental scientist with the consulting firm Science Application International Corporation (SAIC).



Dan Cox

A native of Washington and Jackson Townships in Preble County (currently lives in Oxford) and has family farming connections in the area for three generations.

Current occupation: Ohio Department of Natural Resources as a law enforcement officer.

Degrees in Food, Agricultural, and Environmental Sciences (OSU) and Integrative Studies (Miami; concentration in environmental studies, education, and communications).

Member of the Talawanda Chapter of the Izaak Walton League and the Miami University Cycling Club.



LaTricia Hillman

Tricia is the owner of The Loft Preschool here in Oxford. For the past two years, she organized and ran the Little Mudders program for TVCT, and she has been on the TVCT outreach committee for two years and on event committee for the past year. Bachelor's degree in early childhood development. She has seen the positive impact that TVCT has on the Oxford community and wants to help that relationship to grow.



Tom Vogel

1980 – Planner, Ohio Department of Natural Resources
1980 – 2003 – Administrative and Leadership Roles – GTE Corp./Verizon Communications
2003 – Present – Owner: Vogel Farm Enterprises: 12 farms in several Ohio counties including several with conservation easements.
1991 – Present – Adjunct Faculty Economics and Leadership: Indiana Wesleyan University
2013 - was selected as Cooperator of the Year in Champaign County by the USDA Natural Resource Conservation Service.



The Board of Trustees proposed for election the five new persons described above for the role of Trustee for a 3-year term beginning in 2019. In addition, the Board proposed that Mark Boardman and Ed Teets serve an additional 3-year term. All with terms to end at the Annual Meeting of 2021. No additional candidates were proposed.

The motion to accept these candidates was moved by Sandra Woy-Hazleton and seconded by Ed Teets. The motion passed with no objections.

Adjournment: 7:15

**END OF MINUTES
2019 Annual Meeting**

Remarks by the Outgoing Chair

Mark Boardman

I have been on the Board for a decade and served as Chair for half of that time (including one stint as de-factor interim Director). During that time, I have become increasingly aware of the vital role that Three Valley Conservation Trust is playing for today's world as well as the world of tomorrow.

Land and land use is a type of public commons. Land use is the cornerstone of stream and groundwater quality and quantity, of biologic diversity, of sustained agricultural productivity and is critical to climate control and to our mental and physical health. These aspects of our common life are part of our common wealth, our commons. Land conservation and stewardship today is absolutely necessary for a reasonable quality of life in the near and far future. Wise land use is our Legacy of Conservation.

In 2019, Three Valley celebrated its first 25 years of success sustaining the land stewardship mission given to us by Wally Edwards and other founders, a mission that leaves a Legacy of Conservation. In terms of easements and acreage, in 2019, we surpassed 200 easements and 20,000 areas of land. We are the largest land trust in southwest Ohio (third largest in Ohio).

We are no longer an all-volunteer organization of a few dedicated individuals meeting in homes. Our easements are no longer mostly donated, but rather, are often government subsidized (i.e. more legal issues, forms, etc.). Many properties are being sold; so the new landowner needs to become a new partner for us. Conservation violations and other legal issues are common. Today, we need and have an excellent professional staff, legal and accounting consultants, several governmental partners, and rented offices, insurance, etc. I am proud that we are well on our way to being the full-service professional land trust needed to meet our mission today. I am glad to have been a part of it.

And now I am stepping down as chair to devote more of my time to ensuring the future success of Three Valley's mission and to meet the enormous challenge of strategically preserving land for the benefit of future generations. The Trust is a non-profit organization with an annual budget - but a perpetual responsibility. It all takes money. We have an excellent endowment to go with our excellent staff - for today.

But as we continue our mission of land stewardship via acquisition of new easements and defense of old easements, our support needs will grow; so our annual giving and our endowment must grow. In the next several months, you will be hearing from me and others to make commitments for the future of land stewardship by including Three Valley in your legacy plans as well as your annual giving.

The need for land conservation is as strong as ever, and the successes of the past 25 years have proven that Three Valley Conservation Trust is prepared to meet the future. I am proud to rededicate myself to its values and support its mission. I am proud of the successes of the Trust and eager to address the challenges to come.

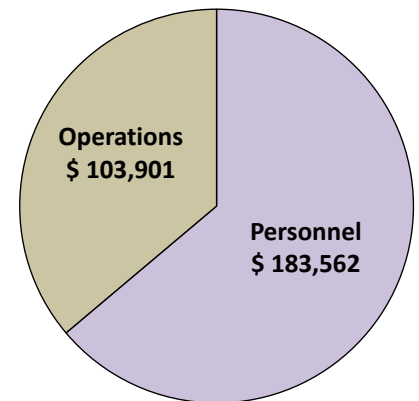
Finances

Ed Teets, Treasurer

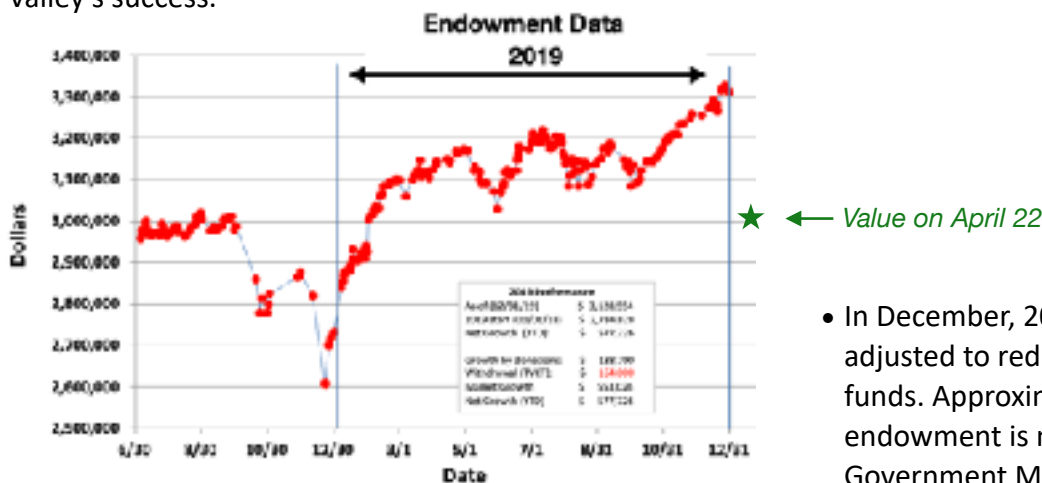
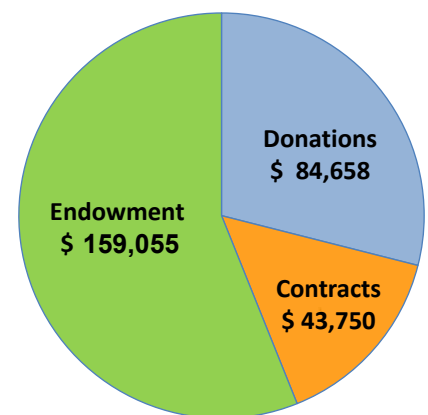
Budget Overview:

- **Expenses** for 2019 were \$ 13,264 higher than expected ($\approx 5\%$). This increase is partly a result of increased legal fees associated with easement protection. Policies have been reinforced to forfend similar future legal costs.
- **Income** for 2019 was substantially lower than expected. Donations were lower by \$33,007. This decrease in donations has several possible causes, and the new Executive Director (Randy Evans) and new board are tasked with addressing the critical need for sustained donations. Contract income was lower resulting from the phasing out of the Paddys Run Conservation Project.
- **Endowment** growth in the 2019 calendar year was substantially higher than in previous years. Partly this growth results from a strong market (20% growth in calendar year 2019) that included a the rebound from a $\approx 10\%$ drop at the end of 2018 (i.e. skewing our calendar year calculations). The 2019 budget imbalance was met by using income from our endowment. The careful stewardship and cautious use of endowment income is clearly important for sustaining the mission of Three Valley. The need for a strong endowment is critical to Three Valley's success.

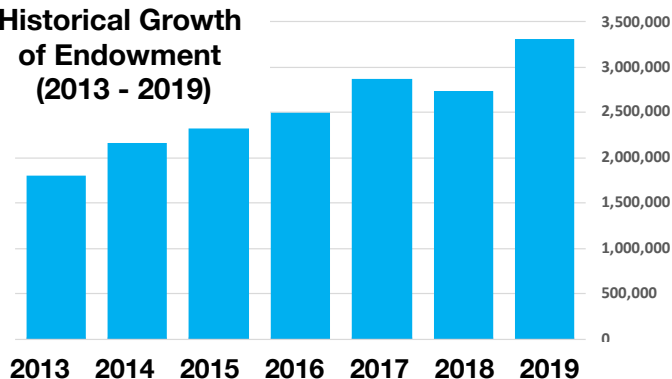
Expenses



Income



Historical Growth of Endowment (2013 - 2019)



- In December, 2019, the portfolio was adjusted to reduce the risk allocation of funds. Approximately 10% of the endowment is now held as U.S. Government Money Market Funds. This decision likely softened the effect of the recent decrease in the stock market.
- On Earth Day, April 22, 2020, our stock portfolio is valued $\approx$ \$ 3 million ($\approx 10\%$ loss from maximum value; **green star** on graph above).

Easement Acquisition and Stewardship

Randy Evans, Executive Director

Easement Acquisition: In its 25th year of operation, the Trust passed a milestone of 200 easements. The addition of the 6 easements secured in 2019, the Trust now protects over 23,000 acres and 202 easements.

Charles Chip Hafele

159-acre OEPA-Paddys Run Conservation Project

Butler County



Hafele easement

Easement # **197** closed in January 2019. Charles Chip Hafele had a vision of creating a mosaic of habitat from oak woodlands to vernal pools on his 159 acres. In spring 2019, Chip retired many row crop acres from production and worked with Butler County Pheasants Forever member Al Gerhart to install tallgrass prairie habitat on the retired acres. The unique location of Chip's property helps extend native habitat provided by Governor Bebb Metropark, which borders the easement on the east and south boundaries. The Paddys Run Conservation Project provided funding for the property.



Hafele easement



Hafele easement

197: The Hafele easement (Butler County) closed in January 2019. Charles Chip Hafele had a vision of creating a mosaic of habitat from oak woodlands to vernal pools on his 159 acres. In spring 2019, Chip retired many row crop acres from production and worked with Butler County Pheasants Forever member Al Gerhart to install tallgrass prairie habitat on the retired acres. The unique location of Chip's property helps extend native habitat provided by Governor Bebb Metropark, which borders the easement on the east and south boundaries. The Paddys Run Conservation Project provided funding for the property.



Hafele easement



Hafele easement



Hafele easement

198: The Bullock easement (Preble County) closed in April 2019. Robert and Marilyn Bullock have what many consider a picturesque example of prime SW Ohio farmland. They have 93-acres of pristine row crop acres and their beautiful homestead could certainly grace the cover of a magazine. Ohio Department of Agriculture funding helped protect these vital acres of production farmland.



Bullock easement

199: The Thomas easement (Butler County) closed in August 2019. Beverly Thomas has been a longtime supporter and advocate of TVCT as well as the Miami Valley Audubon Society. Her 22-acre property hosts a beautiful lake, pine forest planted in 1954 by the Ohio Division of Forestry, and an area of remnant Ohio prairie. Four Mile Creek borders the property on the west, and Sycamore Bluffs Metropark borders the east side. Beverly Thomas donated the conservation easement to Three Valley.



Thomas easement

200: This Kilroy easement (34 acres in Montgomery County) closed in August 2019. Mike and Vickie donated both conservation easements to Three Valley. Mike and Vickie are lifelong conservationists and are dedicated to protecting the natural and cultural history of their properties. The 34-acre property south of Hemple Road serves as a tree farm and is actively managed as a nature preserve. Vickie is an avid animal advocate who has spent many years raising abandoned and injured wildlife. Mike and Vickie Kilroy donated this easements to Three Valley Conservation Trust.



Kilroy-34 easement

201 The 2nd Kilroy easement

(Montgomery County) is an 82-acre property north of Hemple Road that includes a productive farm hosting woodland habitat, a historic family farm cemetery maintained by the Kilroys, and a restored bank barn and farmhouse - both built in the 1840's. Mike and Vickie Kilroy donated this second conservation easement to Three Valley Conservation Trust.



202: The Pence easement (Preble County)

closed in October 2019. John Pence and family began working with TVCT staff in 2015. John Pence, a lifelong area farmer and Washington Township trustee wanted to protect the 82-acre family farm from nearby development pressure. The entire acreage remains in row crop production and the family reserved a 5-acre homestead. Ohio Department of Agriculture funding helped protect these vital acres of production farmland.

Prospects for Easement Closings in 2020: The Three Valley staff and board remain committed to helping landowners protect their property from subdivision and development. In 2020, we expect to close between up to 10 easements. We expect between 5 and 7 agricultural easements to be closed that are funded, in part, by ODA (Ohio Department of Agriculture), and we are working on 3 conservation easements that will be donated. We are also working with additional landowners in Montgomery County who wish to donate conservation easements.

Property Management and Contracts

Tom Vogel

Helen Angst Preserve: In October, 2019, 82 acres of property west of Trenton was bequeathed to Three Valley Conservation Trust by Helen Angst.

In the fall of 2016, Helen Angst expressed her desire to have her property become a public preserve operated by MetroParks of Butler County with a conservation easement held by Three Valley to ensure conservation in perpetuity. The Angst family participated in this decision and supported her wishes from the beginning. Last year, Helen died at the age of 93.

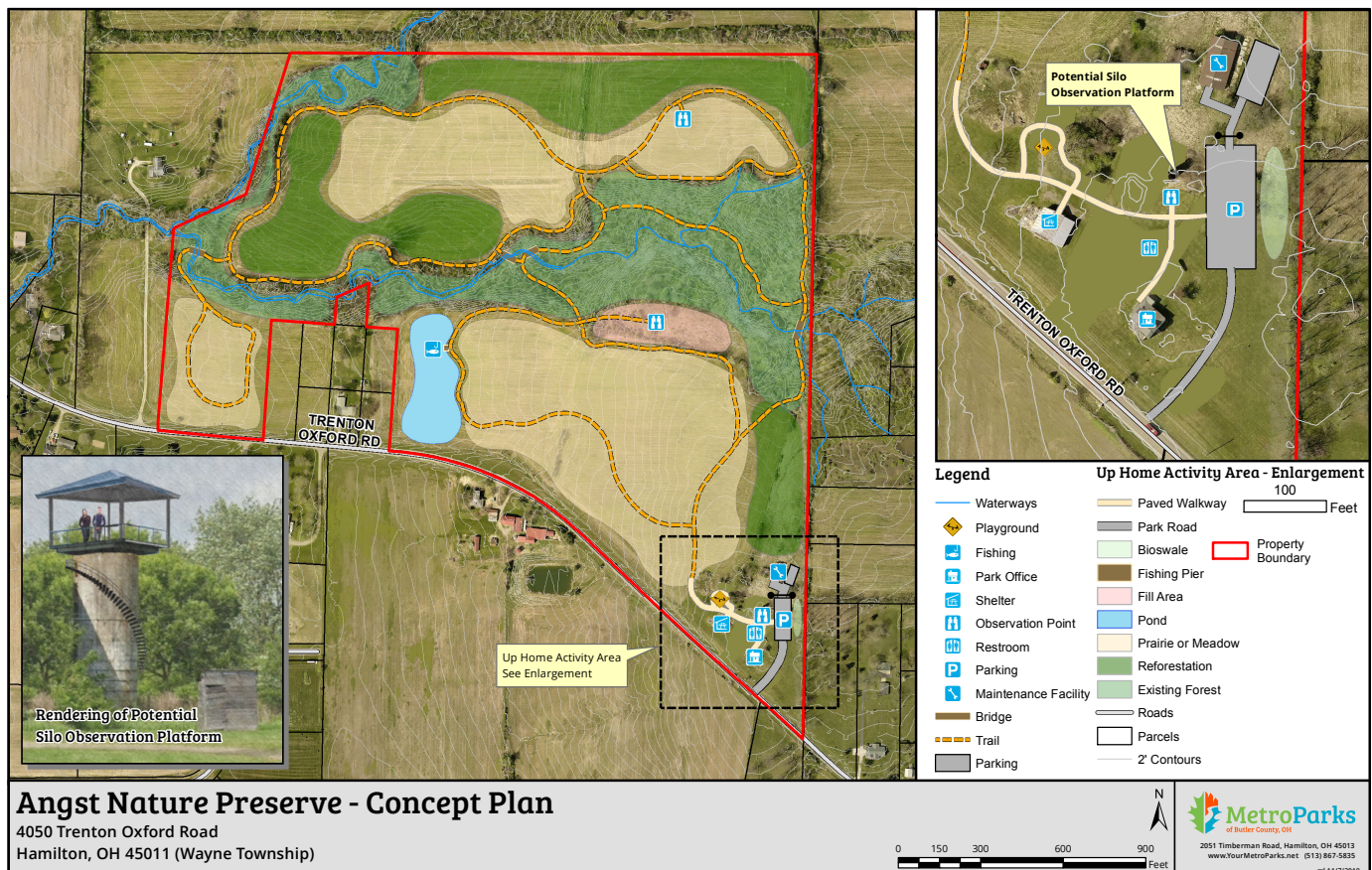
Three Valley will maintain ownership of the property while MetroParks of Butler County develop plans and secure funding for the creation of a public-access preserve and for purchasing the property from Three Valley. Of course, there are other details, but the goal is for

- MetroParks to own the land and manage the preserve,
- Three Valley to ensure the conservation value of the land, and
- the public to have a wildlife preserve.

We thank Helen Angst and her family for this wonderful gift to the community, and we thank MetroParks of Butler County for another significant partnership venture. In this way, Helen Angst and her family created a ***legacy of conservation***.

MetroParks is pursuing funding from the Clean Ohio program to buy the property from Three Valley and create trails and public facilities. A recent rendition of plans prepared by MetroParks is shown below. Acquiring this funding is currently delayed because of the Coronavirus pandemic.

We look forward to the success of this project. The back-up plan is to place a conservation easement on the property and sell it. Approximately 50 acres of the property is currently being farmed.



Ruder Preserve: was the first property entrusted by three daughters in honor of their mother, Helen S. Ruder.. It was donated to the Trust in the 1996 The 14 acres constituting the Ruder Preserve straddle Four Mile Creek east of the bridge linking Bonham and Talawanda Roads.



In 2019 the first phase of the ADA-compatible boardwalk was completed thanks to the extraordinary efforts of many, many volunteers. Special thanks to Donna McCollum for organizing hundreds of Miami student contributors, a grant she wrote, and hours of restoration/construction work.



The construction / restoration included many TVCT members. A few are named, but many, many more contributed: Mark Boardman, Hays Cummins, Trish Clemmons, Barb Hamilton, and on and on.

Thanks to a special donation by Nancy Nicholson, a concrete parking area was poured by Anzano and Powers to provide reserved handicap-accessible parking.



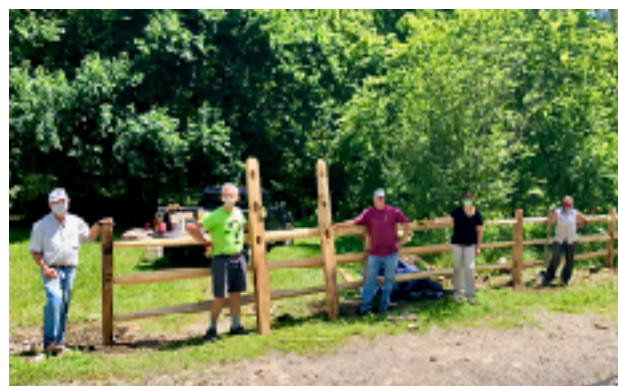
An opening ceremony occurred in early October with several speakers. Besides Mark Boardman and Donna McCollum, speakers included Ann Whelpton (Oxford Village Network) Dan Darkow (Miami University Disabilities Needs, and Kathy McMahon-Klosterman (disabilities advocate).

Funding for the boardwalk construction has been provided entirely by grants and donations, notably by Nancy Nicholson, Linda and Mark Boardman, and a Miami University service fraternity.

An extension of the boardwalk (phase 2 of 3) that leads to another resting area overlooking Four-Mile Creek is nearing completion. This phase was funded by the Wakeman Foundation (Hardy and Barb Eshbaugh).

A new split-rail fence was installed by the Ruder Management Team (Donna McCollum, Mark Boardman, Randy Evans. Steve Gordon and Barb Hamilton)

Because of the honeysuckle removal, the riparian forest can be seen, and native plants like paw paw, white snakeroot and sycamore are making a comeback.. Because of the ADA-accessible boardwalk and parking, Ruder Preserve is visited by many persons of all mobility levels for a peaceful walk, nature-watching, educational purposes. It is becoming a showcase for Three Valley stewardship.



Board of Trustees

Board of Trustees for 2019 (term ending 2020 annual meeting)

		term ends
Suellen Albert		2021
Amanda Bentley-Brymer		2019
Mark Boardman,	Chair	2021
Amanda Bowers		2021
Dan Cox		2021
Sarah Dumyahn		2019
LaTricia Hillman		2021
Donna McCollum		2020
Amy Sullivan	Secretary	2019
Sara Morris		2019
Ed Teets,	Treasurer	2021
Tom Vogel		2021
Sandra Woy-Hazleton,	Vice Chair	2020

2019 renewal or retirement

Retiring Board Members

Amanda Bentley-Brymer
Sara Morris

Proposed Board Members

to serve 2020, 2021, 2022
(ending at the Annual Meeting of 2023)

Returning

Sarah Dumyahn
Amy Sullivan

New

Barb Hamilton
Cathryn Loucas
Julie Primack
Ryan Schwegman

Proposed Board Members



Barbara Hamilton is a graduate of Miami University with a BA in Zoology and M.En. in Environmental Science. She has worked as a research scientist for the Procter and Gamble company and as an environmental manager for the TN Department of Environment. Since moving to Oxford 17 years ago, she has worked as a watershed coordinator for TVCT and as an environmental educator at the Hefner Zoology Museum. For the past 7 years, Barbara has taught 4th grade at Kramer Elementary where she is dedicated to the development of schoolyard gardens. As a community member, she was part of the group that established the uptown farmers market, was a cub scout leader, and taught Sunday school.



Cathryn Loucas is an attorney with Robinson and Jones focusing on elder law, estate planning, probate, non-profit organizations and property matters. She received her undergraduate degree in International Studies from West Virginia University and her law degree from the University of Washington in Seattle before coming to Ohio in 2000 where she served as Deputy Director for Regulatory Affairs and Chief Legal Counsel for the Ohio Department of Natural Resources. She moved to Oxford in 2011. Cathryn is currently a board member of the MOON Cooperative



Julie Primack is the “owner/manger” of the “Old Stone Riding Center” where she has worn many hats including Riding Instructor, Horse Trainer, Vet, Grounds Maintenance, Tractor/implement Driver, Accountant, secretary, and the wonderful job whose title is “Human Resources Director”. Julie was born in England and moved to the U.S. as a child, graduating from Talawanda HS. She has a degree as a riding instructor (from England), a BA from Hiram College, and a masters in molecular genetics from UNH. She spent two years in the Peace Corps. In 2000, she returned to Oxford to manage and purchase the riding center owned by her parents. Her 70-acre farm was put in a TVCT easement in 2011.



Ryan Schwegman is a Miami graduate (Zoology) and lives on a farm outside near College Corner. He manages the Marine Services Group at EnviroScience, Inc., which includes a team of full-time commercial and scientific diving staff. Ryan is approved by the USFWS as a mussel contractor in various regions and has completed mussel surveys in 10 states throughout the eastern U.S. In addition to his formal scientific training and consulting experience, Ryan is a NOLS certified Wilderness EMT .

THANK YOU

Your contributions make a difference.

> 15 YEARS of SUSTAINED GIVING

The households listed below have given to Three Valley Conservation Trust without interruption for over 15 years (since 2004 and before) .



Ames
Bever / Rogers
Blaisdell / Kelly
Boardman
Burgess
Conklin
Conrad
Cummins / McCollum
Dana
Edwards
Elliott
Eshbaugh
Gorchov / Negron

Gordon
Hoffman
Hollins
McGrew
Mitchell
Pennock
Pope
Primack
Reynolds
Sollmann
Wissing
Woedl



CORPORATE SPONSORS AND CONTRIBUTORS

31 Company fashions
Ames Financial Advisers (LPL Financial)
Anytime Fitness
Audubon Miami Valley
Cincinnati Art Museum
Cincinnati Museum Center
Cincinnati Opera
Cincinnati Playhouse in the Park
Cincinnati Reds
Cincinnati Shakespeare Company
Cincinnati Zoo and Gardens
F.C. Cincinnati
Flamingo Air
Hair by Carmen
LaRosa's
Luna Blu

Miami Recreational Sports
Old Stone Riding Center
Oxford Community Arts Center
Oxford Parks and Recreation
New Riff Distillery
Oxford Chamber of Commerce
Oxford Kennels
ReMax
Shaker Trace Farm
Silver Spoons Catering
Songbird Environmental
Southwest Airlines
Wild Berry
Xavier Men's Basketball
You're Fired

DONORS BY HOUSEHOLD

Abowitz, Robert
Albert, Suellen
Albert, Victoria
Ames, Roger
Amspaugh-Corson, Linda
Atkin, Roger
Baer, Elsa Jane
Ball, Mike
Bausano, William
Baxter, Anne
Beck, Michael
Bentley-Brymer, Amanda
Berg, David
Biales, Marc
Black, Brian
Blaisdell, Muriel
Boardman, Jeremy
Boardman, Mark
Bowers, Amanda
Brinkman, Stephen
Brooks, Randy
Brunner, Colleen
Bruns, Alan
Bullock, Robert
Burgess, Eric
Carels, Peter
Cecil, Allyson
Elizabeth Henderson
Wakefield Foundation
Clark, James
Clark, William
Conklin, Robert
Conrad, Calvin
Copeland, Barbara
Cornthwaite, Gary
Costanzo, Jon
Cox, Daniel
Cox, Daniel
Cumming, John
Cummins, Hays
Dana, Steve
Daniels, Richard
Diehl, Barbara
Dumyahn, Sarah
Dupps, Frank
Edwards, Sharon
Edwards, Steve
Elliott, Valerie
Ellison, Curtis
Engelhard, Joel and Melissa
Erickson, Craig
Esber, George
Eshbaugh, Hardy

Evans, Randy
Farmer, Shari
Farmer, Thomas
Fendinger, Nicholas
Fergus, Judith
Ferguson, Julia
Fink, Joel
Fisher, Jennifer
Flueckiger, Jane
Ford, Charles
Foster, William
Friede, Steve
Ganelin, Charles
Gerber, Cleo
Gersbach, Larry
Glaser, Marge
Gorchov, David
Gordon, Stephen
Granville, Jonathan
Greenberg, Adolph
Griffith, Sylvia
Gwyn, Wright
Hand, Vincent
Hanscom, William
Harvey, Richard
Harwood, Natalie
Haskins, James
Haynes Toney, Terry
Hazleton, William
Hendrix, Crystal
Henshaw, Stanley
Herms, Charles
Hessler, Steven
Hickey, Robert
Hock, Clayton
Hodgin, Jean
Hoffman, Marlene
Hollins, Eric
Huegel, Casey
Hull, John
Jackson, J.R.
Jantzen, Anne
Jewett, Marlene
Johnson, Elizabeth J.
Johnson, Robert
Jones, Ed
Jones, Tara
Kaufman, Patricia
Keane, Brian
Keegan, John F.
Kilroy, Mike
Krebs, Gene

Lamberger, Paul
Leach, Allen
Lease, Deborah
Leedy, Amy
Lemmons, Ashley
Levy, Jonathan
Liechty, Gilbert
Listerman, Randall
Lloyd, Howell
Loucas, Cathryn
MacDonald, Jeffrey
Mason, Warren
McCollum, Donna
McGrew, David
McKinley, Charles
McLaughlin, Jennifer
McLean, Elaine
McQueen, Joanne
Meeker, Nancy
Michael, James
Millar, Roger J.
Miller, Allan
Milton, Robin
Minium, Michael
Mitchell, Graham
Moore, Robert & Mary
Morris, Sara
Muehlenhard, Clyde
Munson, Richard
Nelson, Lois
Nicholson, Shaun
Oertel, Richard
Ogle, Harry
Osborne, Alice
Parrish, Lee
Payne, Shirley
Pealer, Jack
Pennock, Norma
Peterson, R.Chris
Pfohl, Ronald
Piercy, Traci
Polanka, Beth
Pope, John
Poppendeck, Neil
Pratt, William
Priest, Mary Jean
Primack, Julie
Pruden, Ward
Ralinovsky, Jon
Raymond, Michael
Reid, James
Reif, Suzanne

Reynolds, Gail
Richards, Ted
Riggs, Kelli
Robbins, James
Robinson, James
Rogers, Elizabeth S.
Ross, Doug and Debbie
Rubenstein, James
Rypstra, Ann
Sack, Dan
Schaber, Carol
Schilling, William
Schlichter, Marcia
Schuette, Alice
Scott, William
Semel, Adam
Seymour, Jon
Sheppard, James
Skaggs, Ellen
Smith, Brady
Smith, Chad
Sollmann, Dick
Southard, Edna
Stanley, Jerry
Streit, Don
Sullivan, Amy
Tapalman, Gene
Teckman, Charles
Teets, Edgar
Thomas, Beverly
Thurston, Robert
Voge, Fred
Voge, Roger
Vogel, Tom
Waldron, Warren
Waller, Michael
Ward, Roscoe
Wasmuth, Mary
Wengler, Ernest
Wengler, W. Edward
Whelpton, Leigh
White, Richard
Wiemann, Wesley Paul
Williams, Linda
Wilson, James
Winkler, Allan
Wissing, Tom
Woodl, Dan
Woy-Hazleton, Sandra
Wyatt, William
Yaeger, Cori
Zinsser, Judith