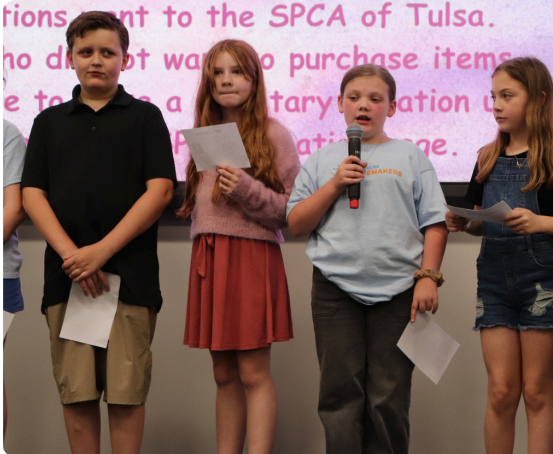




TULSA CHANGEMAKERS



ANNUAL REPORT 2023-24



“The most important thing I learned in Tulsa Changemakers is that **you should always be yourself no matter what.”**

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MISSION AND VISION

Tulsa Changemakers builds capacity in youth, adults, and systems to support youth in driving positive impact in Tulsa right now and into the future.



"The most important thing I learned was the power of our voice. Speaking up will bring awareness to any issue."

Our vision is a future where Tulsa is a model city for youth-driven impact. Youth are core catalysts for impact in their communities and communities are actively engaged in identifying, developing, and empowering youth as leaders. Tulsa is consistently cultivating highly effective community leaders eager to empower successive generations.

YEAR IN REVIEW: BY THE NUMBERS

Tulsa Changemakers is in a phase of modest growth and high-quality execution. Our focus is on ensuring that all of our programs are meeting the needs and dreams of our stakeholders – students, coaches, families, and communities across Tulsa. We offer seven programs for young people across Tulsa to have a seat at the table in different sectors and spaces, from their school community to the school board to philanthropy to city government.

LISTEN, LISTEN, ACT

491 Students	42 Schools	71 Projects
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POWER OF YOUTH

49 Students	26 Schools	16 Sessions
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CHANGEMAKERS LEADERSHIP COUNCIL

22 Students	15 Adults	5 Events
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"It helped me connect with more staff members in our building, and it helped me realize and see the leader that has been within me all this time!"

YEAR IN REVIEW: BY THE NUMBERS

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YOUTH LED PHILANTHROPY

24 Students	2 Schools	\$20,000 Impact
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TPS YOUTH ADVISORY COUNCIL

8 Students	4 Schools	6 Proposals
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CITY OF TULSA YOUTH COUNCIL

24 Students	80 Interviews	4 Proposals
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YOUTH VOICE FELLOWSHIP

5 Students Trained	4 Fellows	2 Partner Organizations
------------------------------	---------------------	-----------------------------------

LISTEN, LISTEN, ACT

Elementary, middle, and high school Changemakers go through a 25-session youth leadership development and action program that supports them in making meaningful change in their schools and communities.

During this program, Changemakers leveraged their unique perspectives and conducted listening campaigns to identify community strengths and challenges, committed to well-researched solutions, and worked collaboratively to drive real and measurable change.

491

Total Changemakers

43

Schools in Tulsa Public and Union Public Schools



23-24 Schools

- Bell Elementary
- Boevers Elementary
- Council Oak Elementary
- Disney Elementary
- Dolores Huerta Elementary
- Ellen Ochoa Elementary
- Emerson Elementary
- Eugene Field Elementary
- Felicitas Mendez International
- Greenwood Leadership Academy
- Grissom Elementary
- Grove Elementary
- Hamilton Elementary
- Hawthorne Elementary
- Henry Zarrow International
- Hoover Elementary
- John Hope Franklin Elementary
- Kendall-Whittier Elementary
- Lindbergh Elementary
- Moore Elementary
- Owen Elementary
- Patrick Henry Elementary
- Robertson Elementary
- Sequoyah Elementary
- Skelly Elementary
- Springdale Elementary
- Dove School of Discovery
- East Central Middle School
- Hale Junior High
- KIPP Middle School
- Monroe Demonstration Academy
- Tulsa Honor Academy Middle
- Will Rogers College Middle
- Union 6th Grade
- McLain High School
- Phoenix Rising
- Tulsa Honor Academy High
- TSAS High School
- Union Freshman Academy
- Will Roger High School

LISTEN, LISTEN, ACT

TOPICS

These topics were Identified as challenges or opportunities by this semester's Changemakers during their Listen, Listen, Act Process.

STUDENT VOICE

HOMELESSNESS

FOOD INSECURITY AND HUNGER

HOMELESS ANIMALS

HABITABILITY

ENVIRONMENTALISM

BEAUTIFYING THE SCHOOL

CYBER BULLYING

SCHOOL POLICIES

KINDNESS CAMPAIGNS

PHYSICAL HEALTH + EXERCISE

HEALTHY EATING

TEST PREP

STUDENT APATHY



STUDENT QUOTES

"[Changemakers] really helped me prepare for my future and it's helped me with speaking in front of people. It's fun!"

"I learned to always keep trying and even if you don't make things on your first try, you can always try again."

"The most important thing that I learned in Tulsa Changemakers is that there are a lot of people who want to help the community in multiple different aspects."



LISTEN, LISTEN, ACT METRICS

SURVEY RESPONSES - FALL AND SPRING

Youth Experience & Social Emotional Learning

- 97% Changemakers report they like coming to Tulsa Changemakers.
- 95% report they have fun at Tulsa Changemakers.
- 93% learn new things at Tulsa Changemakers.
- 93% feel challenged in a good way at Tulsa Changemakers.
- 92% report Tulsa Changemakers helped them feel good about themselves.
- 85% Tulsa Changemakers helped them make new connections with youth and adults.
- 95% would recommend Tulsa Changemakers to a friend.
- 96% parents/guardians agree Changemakers helped their student feel more confident in their ability to lead and influence change in their school and/or community.
- 100% parents/guardians would recommend Tulsa Changemakers to a friend.

Leadership Mindsets

- 100% believe it's important to listen before taking action.
- 96% believe that when working to improve your community, it's important to set goals and metrics and evaluate if you were successful afterwards.

Leadership Identity & Confidence

- 86% Changemakers report Tulsa Changemakers helped them see themselves as a leader in their school and/or community.
- 94% report Tulsa Changemakers helped them feel more confident in their ability to lead and influence change in their school and/or community.
- 91% Tulsa Changemakers helped them recognize that their voice matters.
- 92% are more committed to impacting their community than they were before.
- 98% are proud of the work they did with Tulsa Changemakers.
- 93% parents/guardians agree Tulsa Changemakers helped their Changemaker be more of a leader in their school and/or community.

Skills

- 96% Changemakers report Tulsa Changemakers has helped them to improve their leadership skills.
- 99% Tulsa Changemakers helped them to improve their teamwork skills.
- 92% parents/guardians agree that Tulsa Changemakers had a positive impact on their student's school performance.
- 92% parents/guardians agree that Tulsa Changemakers had a positive impact on their student's social skills.

"[I learned] how to feel good about myself and to know that I AM important."

LISTEN, LISTEN, ACT METRICS

CHILDREN'S HOPE SCALE

The Children's Hope Scale, published in 1997 by Rick Snyder, can be used to help measure hope in children. Research has linked hope with overall physical, psychological, and social well-being. Children who can identify a means to carry out goals (pathways) and the ability to initiate and sustain action towards goals (agency) are considered more hopeful.

Key 1 – Scores:

- All of the time = 6
- Most of the time = 5
- A lot of the time = 4
- Some of the time = 3
- A little of the time = 2
- None of the time = 1

Key 2 – Assessing Total Scores:

- 6-12 = Very low hope
- 13-18 = Slightly hopeful
- 19-24 = Moderately hopeful
- 25-30 = Highly hopeful
- 30-36 = Very high hope

Fall 2023 Changemakers took a retrospective survey that asked them to answer how they felt before and after participating in Listen, Listen, Act. The below scores are the average for all Changemakers who took the survey.

	Description	Average Score BEFORE Changemakers	Average Score AFTER Changemakers	Change
1	I think I am doing pretty well.	3.9	4.9	+1.0
2	I can think of many ways to get things in life that are important to me.	3.7	4.8	+1.1
3	When I have a problem, I can come up with lots of ways to solve it.	3.8	4.9	+1.1
4	I am doing just as well as other kids my age.	4.1	4.9	+0.8
5	I think the things I have done in the past will help me in the future.	3.9	5.0	+1.1
6	Even when others want to quit, I know I can find ways to solve the problem.	3.9	5.0	+1.1
		Total = 23.3	Total = 29.5	Total = +6.2

On average, Changemakers who took the survey report being “moderately hopeful” before the program and “**highly hopeful**” after the program.

“He became more confident in his speaking and leadership skills. Not being afraid of standing on his own to take a risk. He enjoyed being a part of a group looking to make big change for the betterment of others.”

LISTEN, LISTEN, ACT

PROJECTS ACROSS THE CITY



Felicitas Mendez International Changemakers concluded that a main root cause of homelessness is not enough affordable housing. They decided on a project to encourage property owners to renovate the houses and make them available to rent. To inspire a vision, they created a 3D model of the neighborhood and drew pictures of what the houses could look like if they were renovated.

McLain Changemakers felt that a lot of students at McLain had a negative mindset about school. The goal next year is to open up a more direct communication line between the student body and the administration team and teachers.



KIPP Middle Changemakers decided to fill Sack and Snacks to eat and to show they care. A little care changes the outlook on life when times are hard.



Hale Junior High Changemakers discovered that everyone, regardless of age, gender or cultural background, wants to have "better food." They decided that the easiest way to do it was through an Instagram account that would share easy recipes that they could collect from sources in the community.



"I used to be shy before and we talked in front of people and practiced so we wouldn't be scared. It was the best thing that I did."

LISTEN, LISTEN, ACT

PROJECTS ACROSS THE CITY



Dolores Huerta Changemakers raised money to buy snacks for snack packs to be given to unhoused people in need. They collected items unhoused people may need, such as hygiene products and clothes.

Disney Changemakers selected the topic of having a relaxed uniform policy. Not being bound to just wearing a school uniform is what we all look forward to daily!



Will Rogers Changemakers found ways to promote being kind and served as examples through performing skits, making a Tik Tok video, and giving words of encouragement. They have actually seen effects by witnessing more students standing up for each other, apologizing when necessary, and encouraging one another.

Hawthorne Changemakers identified a hunger issue with the older students who eat lunch late in the day. They were able to convince the school to implement a Grab and Go breakfast for students who are late. They also advocated for an afternoon Food Grant snack to be in the morning.



"It was a one-of-a-kind experience. I made new friends and I made a difference."

POWER OF YOUTH

Power of Youth is our crash course in civic advocacy where 6th –12th grade students learn skills to help make change in Tulsa and, broadly, in Oklahoma. This program supports students in understanding how they can advocate for themselves at the local level through collaboration, applying pressure, and creating.

Collaborate

Apply Pressure

Create

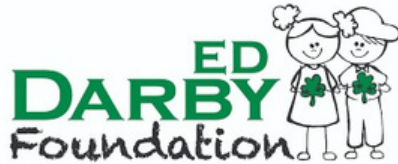
Fall 2023 and Spring Power of Youth

- 49 students across 26 schools in the Tulsa metro area.
- Of the students who completed our end of program survey:
 - 86% said they learned skills during the POY program that can help them make positive change in the future.
 - 76% felt the sessions were productive and helped them utilize new skills
- Here is what students are saying about the program:
 - “I learned ways to move forward and to make a positive change for a cause I am passionate about.”
 - “[I learned] that everyone can be inspiring and can be a leader.”
 - “[I learned] how to effectively contact people in power to help bring attention to causes you value.”
 - “I learned that people have much more power than I thought and I do have some form of power, but I need to use it with confidence.”



MONROE PHILANTHROPISTS

In partnership with the Ed Darby Foundation, we launched our third cohort of Monroe Philanthropists, a youth-led philanthropy program at Monroe Demonstration Academy where a team of fourteen 8th grade students are designing and executing a philanthropic process with \$10,000. The Monroe Philanthropists focused on two priority areas: Hygiene and Food Insecurity.



ACTIONS AND WINS

- Created a distribution plan for the hygiene packs after connecting with the Lend a Hand Foundation
- Determined the most important fresh produce to include in each box
- Communicated with Food on the Move to determine distribution plan for each food box
- Created a survey for families to opt into the fresh food boxes and analyzed the data collected

THE STATS

- 100% students enjoyed coming to Monroe Philanthropists.
- 90% would recommend Monroe Philanthropists to a friend.
- 90% are more committed to making positive community change/civic change in the future.
- 90% reported that they are more committed to impacting their community than they were before Monroe Philanthropists.
- 90% reported that they are proud of the work they did with Monroe Philanthropists.



HALE PHILANTHROPISTS

In partnership with the Zarrow Commemoration Fund, the Hale Philanthropist set out to determine how to spend \$10,000 to make a difference. This pilot program with 10 Hale High School students began with a day-long retreat in February. The group then met weekly to determine what action they would take. After listening to themselves, teachers, and students, they identified their educational experience as their primary area of focus. By conducting a root cause analysis, they determined they wanted to focus on 1) improving relationships between teachers and students and 2) providing resources and supplies to teachers.

FUN DAY

On May 20th, the Hale Philanthropists hosted a Fun Day to bring students and teachers together. They provided a coffee truck for all teachers and staff to get a coffee, bought pizza for students' lunch, set up inflatables, a dunk tank, and games on the football field for teachers and students to enjoy together.



SUPPLY SPACE

The Philanthropists worked with the librarian to clear out a closet that will be used as a supply space for teachers to begin using at the beginning of the school year. The space will be stocked with materials and resources for teachers to use in their classrooms.



TULSA PUBLIC SCHOOLS YOUTH ADVISORY COUNCIL

From October to April the TPS Youth Advisory Council spent time developing their leadership, learning about their district and school board, and creating proposals around topics relevant to their school experiences. At the end of the program, students presented their findings and proposals to TPS leaders.



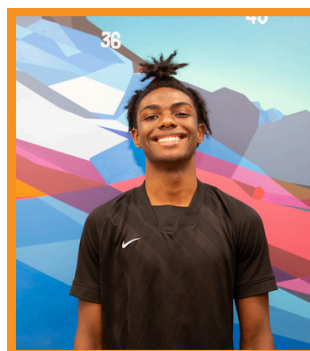
8 students across 4 Tulsa Public Schools high schools. Of the students who completed our end of program survey:

- o 100% said they better understand what Tulsa Public Schools and the School Board do
- o 100% learned things during this program that can help them make positive change in the future
- o 100% felt the sessions helped them utilize new skills

Here is what students are saying about the program:

- o “It was a great experience for meeting new people and getting engaged in a social matter and learning.”
- o “[I learned] that there are people who actually care what the students of TPS think.”

Final Presentation Topics
Smoking in Schools
Unity Across the District
School Safety
Resources for English Language Learners
Elective and Afterschool Activities



CITY OF TULSA YOUTH COUNCIL

During the City of Tulsa Youth Council program, 24 students that represent every Tulsa City Council district learned about the inner workings of city government, connected with city leaders, completed a listening campaign, and drafted project proposals. The groups are proposed projects on the following topics: houselessness, public transportation, community engagement (youth engagement), and the city's role in education.



THE STATS

- 100% of participants learned things during this program that can help them make positive change in the future
- 75% of students felt more connected to youth across Tulsa
- 75% of student are more committed to making positive community change/civic change in the future

"I learned that hearing the problems of others and not categorizing or judging too quickly is important when trying to make a positive change."



"I LOVED IT!! I'm so glad I got to meet with peers and be heard by city leaders with the respect and support that young people deserve."

CHANGEMAKERS LEADERSHIP COUNCIL

The Changemakers Leadership Council is an intergenerational team of alumni, parents/guardians, and community leaders responsible for providing strategic direction to the Tulsa Changemakers organization, supporting alumni programs, and helping with other functions of the organization. Our Council guides the direction of youth programs in three categories: social, learning, and doing.



Social

Our CLC planned a movie night for students across Tulsa! We watched Happy Feet!



Doing

We partnered with Tulsa CARES and the Tulsa Area United Way to volunteer for the Student Day of Caring!



Learning

We partnered with Tri City Collective to host a youth podcast workshop! Students learned how to plan and organize a podcast!



YOUTH VOICE FELLOWSHIP

Youth Power

As an organization, we value youth voice, choice, and power in all spaces where decisions are made that impact youth. In order to build capacity in youth to be an active part of these spaces, we completed two Near Peer Facilitation Trainings this summer to train high school and post-grad students in facilitation best practices. This training includes identity development, ages and stages discussion, trauma informed pedagogy and restorative mindsets, and managing challenging behaviors. We hope students use these skills to become near peer facilitators both in their school environments and across the city!

Youth Voice Fellowship

This is our second year executing the Youth Voice Fellowship as an extension of our Youth Power Training and Consulting. We have recruited and trained five local college students and placed them at two local nonprofits with the goal of bridging gaps in capacity and accelerating organization-wide youth voice initiatives. Currently, fellows are supporting with the execution of Youth Advisory Councils at Hunger Free Oklahoma and the Gathering Place.



TRAINING AND CONSULTING

Our training and consulting supports people and organizations in building the skills and structures for activating youth power. This year, we worked with Amplify Tulsa to support in the pilot program of their School-Based Youth Leadership Council.

Throughout the year, the Changemakers team has facilitated workshops for both youth and adults centered on youth voice, choice, and power and youth/adult partnership. We have done workshops in partnership with the U.S. Department of State Sports Visitor Program, Youth Volunteer Corp, and Rotary Club's Camp Enterprise.

Next year, we hope to expand this work to support school districts and organizations in their youth work. Please reach out to Hannah Jarman at hannah@leadershiptulsa.org for more information!

TEAM & LEADERSHIP COUNCIL

Changemakers Team:

Program Director: Hannah Jarman

Program Manager: Rachel Humphrey

Program Manager & 2023-24 Tulsa Service Year Fellow: Jori Cowley

Program Facilitators: Gabrielle Vickers, Perla Mauricio, Mikalah Hall, Abbey Doyle

Coach Mentors: Maggie Dombrowski, Grace Randolph, Allison Harvey, Grady Rosser, Ben Imlay, Suzanne Harris, Kasey Hughart, Keith Hall, Cynthia O'Donnell, Diamond Mack, Collin Alexander, Jess Butay, Lillian Dinkins, Catie Sain, Emily Roiger, Abbey Doyle

Fall 2023 Intern: Abigail Swank / **Spring 2024 Intern:** Nathalie Valero

Coaches:

Alec Dugin, Will Rogers High School

Andrea Sanders, Disney Elementary

Angela Statum, Skelly Elementary

Ariana Hernandez Carrasco, Springdale Elementary

Carrie Hefton, Will Rogers Junior High

Collin Alexander, Dolores Huerta Elementary

Cosme Gudin and Fonda Priddy, Kendall-Whittier Elementary

Craig Albrecht and Cristina Marruffo, Phoenix Rising

Cynthia O'Donnell, Union Freshman Academy

Dakota Simmons, Robertson Elementary

Emily Roiger, Tulsa School of Arts and Sciences

Grace Randolph, Grove Elementary

Grady Rosser, Moore Elementary

James Brannon, KIPP Middle

James Wagner and Heather Youngblood, Felicitas Mendez

Jana Jimison, East Central Middle School

Jasmine Williams, Ellen Ochoa Elementary

JD Morrison and Kristina Marquez Esparza, Tulsa Honor Academy High

Jessica Cruz, Bell Elementary

Jeri Roby, Owen Elementary

Kalen Ferguson, Greenwood Leadership Academy

Katelyn Howard, McLain High School

Kaylisa Orman, Boevers Elementary

Kirk Linam, Tulsa Honor Academy Middle

Kyleigh Brewer, Eugene Field

Leah Flores, Sequoyah Elementary

Mary Boggs, Council Oak Elementary

Natalie Donaldson, Hawthorne Elementary

Natalie Gould, Grissom Elementary

Nhandi Johnson, Monroe Demonstration Academy

Niani Christian-Ware, Emerson Elementary

Nuria Primo Perez, Henry Zarrow International

Rayma Field, Hamilton Elementary

Riley Hazel, East Central Middle School

Samantha Martin, Dove Discovery Middle

Tabitha Dametz, Hoover Elementary

Terasha Ozovehe, KIPP High School

Toni Hill, Patrick Henry Elementary

Valariya Buvaya, Hale Junior High

Vanessa Latvala, John Hope Franklin Elementary

Victoria Ellington, Lindbergh Elementary

Changemakers Leadership Council:

Abbey Doyle, **Community Member**

Abigail Chow, **Youth Changemaker**

Andrew Spector, **Co-Founder**

Aria Eckstein, **Youth Changemaker**

Brittany Dias, **Parent/Guardian**

Bryann Brown, **Youth Changemaker**

Danna Jaramillo, **Youth Changemaker**

Denise Reid, **Community Member**

Donald Templeton, **Youth Changemaker**

Emilia Nguyen, **Youth Changemaker**

Gavin Ball, **Youth Changemaker**

Gracie Duhig, **Youth Changemaker**

Jake Lerner, **Co-Founder**

Jay George, **Youth Changemaker**

Karen McCannell, **Community Member**

Kavya Madduri, **Youth Changemaker**

Komari Crisp, **Youth Changemaker**

Kristina Marquez Esparza, **Youth Changemaker**

Kristine Hadeed, **Community Member**

Kyra Carby, **Community Member**

Lydia Jeong, **Community Member**

Mariana Aguirre, **Youth Changemaker**

Nathalie Valero, **Youth Changemaker**

Paige Kennedy, **Community Member**

Paris Bedford, **Youth Changemaker**

Parisa Pilehvar, **Community Member**

Perla Mauricio, **Youth Changemaker**

Reid Meyers, **Youth Changemaker**

Saniaa Moore, **Youth Changemaker**

Sanlun Khup, **Youth Changemaker**

Sarah Smith-Moore, **Community Member**

Shahrukh Khalilbeak, **Youth Changemaker**

Sydney Holt, **Youth Changemaker**

Tameika Clayton, **Parent/Guardian**

Taryn Heck, **Youth Changemaker**

Wyatt Barnett, **Youth Changemaker**

2023-24 FINANCIAL REPORT

From July 1, 2023 to June 30, 2024

INCOME PLEDGED

Grants & Sponsorships	\$424,750
Individuals	\$4,826
Training & Consulting	\$3,085
Total Income	\$432,661

EXPENSES

Administrative	\$1,183
Contracts/Honorariums	\$149,310
Materials/Supplies	\$17,592
Meals/Catering	\$28,436
Payroll Expenses	\$172,925
Printing/Design	\$1,277
Staff Development	\$80
Rentals/Facilities	\$1,413
Transportation	\$868
Total Expenses	\$373,084

2023-24 FOUNDATION AND CORPORATE SPONSORS



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2023-24 INDIVIDUAL DONORS

Giving reflects the period between July 1, 2023 and December 31, 2023.

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Andrew Spector
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Julie Weatherly
Nola and Gregg Jarman

\$100-199

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Gloria Green
Karen Wilson
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