

# ANNUAL IMPACT REPORT



# 2023

# STORY



**MISSION**  
Transforming one life  
at a time through our  
behavioral health and  
social services.

**VISION**  
Strengthen the communities we serve by being the  
premier behavioral health and social services provider.

## ABOUT US

Nicasa Behavioral Health Services is a behavioral health and social service organization that provides education, prevention, harm reduction, early intervention, treatment, and recovery services and support to help youth, adults, and their families achieve their greatest human potential. This is realized through the mission of the organization, which is to transform one life at a time through our behavioral health and social services. The organization can be found enhancing various communities at five sites throughout Lake County. The vision is emphasized through growth and flexibility so that services can support individuals and families, wherever they may be, thereby improving communities and becoming a premier behavioral health and social service provider. The mission and vision are supported by a network of dedicated and caring professionals who exhibit award-winning skills when working with individuals across the continuum of care. Staff members approach all situations and services with respect for all individuals, provide services in a diverse and culturally responsive manner, and ground all efforts in the shared values of the organization, which are advocacy, service excellence, inclusivity, integrity, and compassion.





# Letter FROM Leadership

Dear Friends,

In 2023 we entered our 57th year of service to the community. Sustained growth coupled with courageous flexibility guided our year. As people continued to proactively engage in help-seeking behaviors, Nicasa looked for new ways to meet their current and future needs. We continued our face-to-face community work and harm reduction techniques, financial assistance for families, and more. Nicasa also enhanced its awareness and prevention approaches by expanding to elementary level, in-school prevention programming, and training more than 1,200 community residents and first responders on how to use Narcan to save a life. Nicasa strengthened its commitment to diversity, equity, justice, and inclusion, as a fabric of the organization, and answered the call to fill a gap where services have been desperately needed for helping professionals in an accessible, inclusive, private, and calming space all their own.

Highlights from the year include:

The **Healthy Futures Fund** (Nicasa's Endowment Fund) was created in 2020 with a matching opportunity from the Healthcare Foundation of Northern Lake County, the first of its kind provided by the foundation. This fund is essential for our future in times of crisis, like the COVID-19 pandemic, as well as for the sustainability and growth of our programming. In 2023 many people saw the continued need for leaving a legacy and ensuring a future in which Nicasa's work can continue, which allowed the fund to grow to a **total of \$1,000,000** by the end of the fiscal year.

**Northwestern University Feinberg School of Medicine selected Nicasa** as for a pilot project that focuses on providing prevention information and Narcan to identified overdose "hot spots" throughout western Lake County. In this **Block-by-Block program** Nicasa knocks on every residence and business in these areas **to provide life-saving Narcan along with education on the signs and symptoms of an overdose, as well as where to seek help.**

Nicasa was awarded funding from the Lake County Board as part of American Rescue Plan Act funds to **create a new First Responder and Veteran Wellness Center** for current and former first responders, active service members, veterans, and their family members. This new center will be the **first of its kind in Lake County** and will provide behavioral health and wellness services to these helping professionals who often experience repeated instances of traumatic events that result in increased rates of substance use, problem gambling, mental health crises, and suicide.

Strength and responsibility are a part of the guiding principles of recovery, as well as being holistic and supporting the concept of multiple pathways. Looking ahead, we are focused on maximizing our strengths as we believe it is our responsibility to provide the best possible care to the communities we serve. Additionally, we are using our holistic approaches to care for others while supporting their multiple experiences in achieving recovery, thereby leading to improved health and wellness.

We honor and thank you for your support and partnership with us to improve the lives of all Lake County residents so we may all benefit from a safer and healthier community. Please follow us on social media, join our email list, volunteer at our events, donate to support our programs, and spread the news of our positive impact.

With grateful appreciation,



Bruce N. Johnson  
Chief Executive Officer



Janice Kapinos  
President of the Board of Directors



# GOALS

**1 80% of Prevention Services program participants will attend all prevention education sessions.**

Nicasa provides the evidence-based curriculum "Too Good For Drugs" in 12 middle schools and 1 elementary school across Waukegan, Mundelein, and Wauconda to teach about youth substance use and the ways in which it can be prevented. In FY23, 93% of students received the full curriculum and additional booster sessions.

**2 80% of Teen Court participants will not re-offend within 12 months of case closure.**

Teen Court, one of the largest and oldest peer jury programs in Illinois, is a collaborative effort between Nicasa, local police departments, and the Lake County Sheriff's Department. The goal is to give youth a second chance who have committed a criminal offense by connecting meaning with behavior in order to develop positive and healthy lifestyles, free of delinquent acts. In FY23, 85% of youth who successfully completed the program did not re-offend within 12 months of closing their case.

**3 70% of substance use, mental health, and problem gambling clients will complete treatment successfully.**

Nicasa provides outpatient, intensive outpatient, and an adult residential recovery halfway house as a means to provide behavioral health services, based on the individualized needs of clients who need help. In FY23, 93% of substance use clients, 60% of mental health clients, 69% of problem gambling clients, and 69% of Bridge House clients all completed their treatment successfully.

**4 100% of Family Advocacy Center Services clients will receive a family assessment and will not experience instances of abuse and/or neglect.**

The Family Advocacy Center, created in 2010, provides parenting, communication, family support, basic needs assistance, and more to stabilize family units and teach them healthy skills so they remain intact without child welfare involvement. In FY23, 100% of families received an individualized assessment and did not experience any instances of abuse and/or neglect while they were engaged in the program.

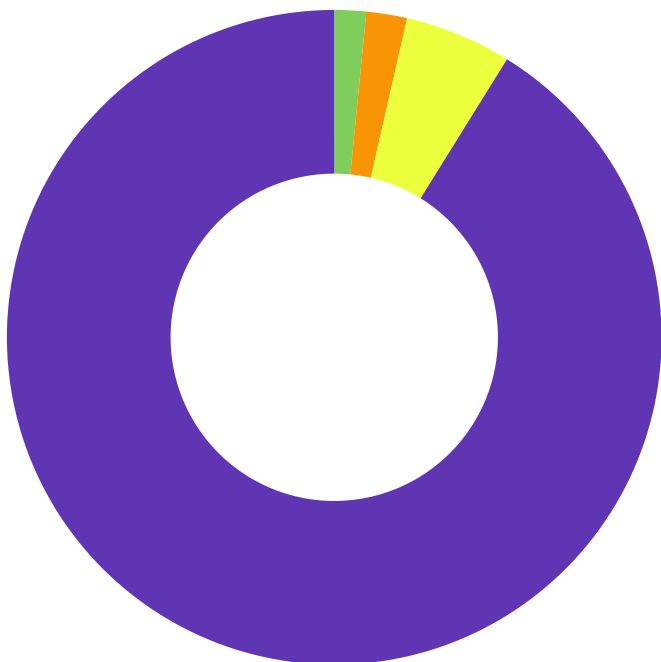
# 2023 SERVICE IN DELIVERY

## PREVENTION, FAMILY SOCIAL SERVICES, & DIVERSION PROGRAMS

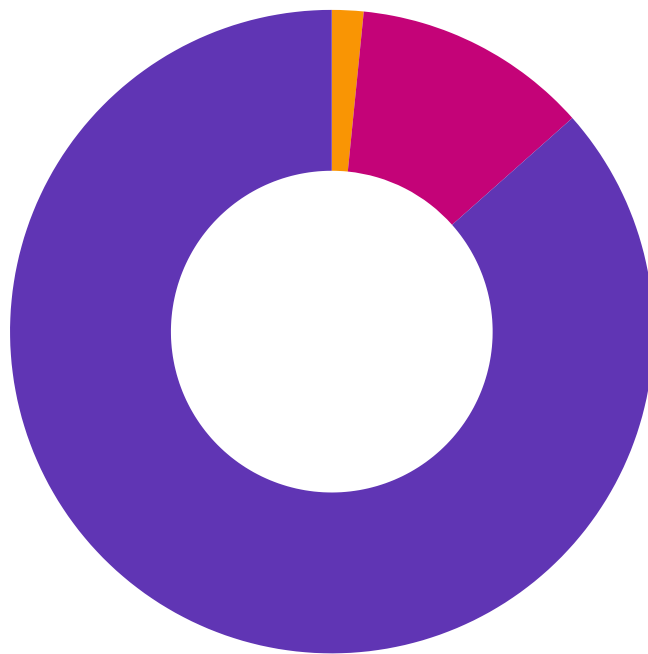
80%

AVERAGE PERCENTAGE  
OF PEOPLE UNABLE TO  
FULLY PAY FOR CARE

- Problem Gambling (2%)
- Residential Recovery Home (2%)
- Mental Health (5%)
- Substance Use (91%)



- Teen Court (1%)
- Family Advocacy (12%)
- In-School Prevention (87%)



63%

AMOUNT OF PEOPLE  
REPRESENTING BIPOC  
POPULATIONS WHO  
RECEIVED TREATMENT  
SERVICES

## TREATMENT & RECOVERY PROGRAMS

# 2023 Strategy

**Nicasa Behavioral Health Services provides a continuum of care comprised of education, prevention, harm reduction, early intervention, treatment, and recovery services.**

This is accomplished via individualized outpatient and intensive outpatient treatment, which includes individual and group modalities. The organization also provides a variety of prevention programming to improve community education, safety, and wellness, while also moving forward with innovative programming, such as diversion and deflection services, supportive services for child welfare, and specialized programming for individuals experiencing co-occurring substance use and mental health difficulties accompanied by other complexities. For those who require a heightened level of treatment, the organization also maintains an adult residential recovery halfway house for ongoing intensive care to best prepare them for independent living in the future.

A variety of licensed and credentialed staff, including certified alcohol and drug counselors, certified peer recovery support specialists, licensed social workers (clinical and non-clinical), licensed professional counselors (clinical and non-clinical), and certified problem gambling counselors help realize these strategies. A majority of employees have tenure for 10, 15, 20, and over 30 years which emphasizes not only consistency and an enhanced level of care, but also speaks to the impact that Nicasa Behavioral Health Services has on the community.

PROJECTS	OUTCOME
<b>Education, Prevention &amp; Early Intervention</b>	<ul style="list-style-type: none"> <li>• 93% of students received the full Too Good For Drugs prevention and booster prevention curriculum sessions.</li> <li>• 99% of clients successfully completed all Alcohol and Other Drug (AODA) risk reduction classes.</li> <li>• 85% of participants who successfully completed Teen Court did not re-offend within 12 months of case closure.</li> </ul>
<b>Treatment &amp; Recovery</b>	<ul style="list-style-type: none"> <li>• 82% of clients successfully discharged from substance use services.</li> <li>• 69% of clients successfully discharged from Bridge House.</li> <li>• 60% of clients successfully discharged from mental health services.</li> <li>• 69% of clients successfully discharged from gambling services.</li> </ul>
<b>Social Supports &amp; Specialty Programs</b>	<ul style="list-style-type: none"> <li>• 100% of families experienced no instances of abuse and/or neglect while engaged in the program.</li> <li>• 100% of families remained intact both during the program and upon completion.</li> </ul>

Nicasa Behavioral Health Services' current strategic plan was developed with collective input from the Board of Directors, staff, and interns. There are 36 goals across four subcommittees within the Board of Directors. Each subcommittee meets every other month to discuss and evaluate the progress on each of these goals. Below is a summary of primary goal areas and their respective progress.

GOAL	DETAILS	PROGRESS
<b>Promote a Diverse &amp; Inclusive Organization</b>	<b>Diversifying the Board of Directors and staff to create an inclusive environment focused on belonging for all stakeholders.</b>	<ul style="list-style-type: none"> <li>• Updated the annual Cultural Competency and Diversity Plan.</li> <li>• Created and administered first-ever DEI Engagement Survey to all staff and interns.</li> <li>• Updated policies and procedures with a DEI lens to ensure inclusivity for all staff and clients, specifically Paid Time Off policy.</li> <li>• Add inclusive forms of communications (bilingual Zoom waiting room video and informational television screens in all lobbies).</li> <li>• Continue to review recruitment and retention strategies.</li> </ul>
<b>Enhance Financial Stability &amp; Long-Term Planning</b>	<b>Refine overall billing processes, create a long-term facilities plan, revise the capital asset plan, and set metrics for the funding portfolio.</b>	<ul style="list-style-type: none"> <li>• The Healthy Futures Fund (endowment fund) is continuing to grow.</li> <li>• Secured 5 capital improvement project grants (3 DCEO, 1 Lake County, and 1 HRSA).</li> <li>• Internal team of different staff levels worked on beginning stages of implementation of a new electronic health record to help streamline future billing processes.</li> <li>• Evaluated possibility of paying off mortgage at headquarters or refinancing for improved financial wellness.</li> </ul>
<b>Expand Fundraising Opportunities</b>	<b>Find new sources of funding, increase current funding amounts, focus on donor relations and cultivation, and hold more fundraising events.</b>	<ul style="list-style-type: none"> <li>• 51 grant applications submitted.</li> <li>• Researched 15 opportunities.</li> <li>• Secured 5 new funding opportunities.</li> <li>• 2 fundraising events (33rd Annual Golf Outing and 1st Annual Pickleball Tournament).</li> <li>• 189 new donors (148 monetary and 41 in-kind).</li> </ul>
<b>Review and Revise Marketing, Communications &amp; Branding</b>	<b>Create full-scale marketing and communications procedures, and update branding and materials to be diverse and inclusive.</b>	<ul style="list-style-type: none"> <li>• All marketing materials continue to be created with a DEI lens, thereby making them more inclusive for all stakeholders.</li> <li>• Updated internal branding across sites to make environments more inclusive, diverse, and welcoming.</li> <li>• Secured a marketing-specific renewal grant for the Teen Problem Gambling Outreach Group to provide creative education and awareness activities.</li> </ul>



# 2023 Prevention in Action



In-School Prevention educated thousands of children throughout Waukegan, Mundelein, Wauconda, and Island Lake elementary and middle schools with “Too Good For Drugs” curriculum.

Prevention goes beyond the school to involve parents, guardians, and community leaders so everyone in the community can be involved. Prevention provided education and training on Narcan, harm reduction, and a “Stay Out Of My Room” display so that caregivers can have informative conversations with their children.

**TOO GOOD  
FOR DRUGS**



They also provided communication campaigns that help to provide information and statistics about substance use in the communities Nicasa serves. The continued focus of these campaigns are to decrease and prevent underage consumption of alcohol, vaping, marijuana use, and caregiver approval of underage usage of these products. A key component of this messaging is to prevent the normalization of substance usage as a part of growing up, and instead highlight the possible negative consequences of use and misuse of substances.

**Empowering youth to  
have healthier futures.**





# 2023 Teen Court



## Teen Jurors Help Their Peers & Learn Leadership

In 2023, Teen Court helped 55 youth through restorative justice practices. Restorative justice is built upon community engagement and connecting meaning with behaviors, without a punitive action held against the teen participant.

Teen Court helps not only those who have committed a transgression, but improves the lives of those who volunteer. In 2023, 61 teens volunteered their time and skills as jurors, attorneys, clerks, forepersons, and bailiffs across 3 courts in Lake County. Their supportive, constructive sentences empowered youth participants to find healthy alternatives and coping skills so they can make better decisions in the future.



**Over 5,700 served since 1996**

Participants responded best to the following alternative sentences:

- **Letter to their future selves**
- **Chore chain - to see how actions have interconnected consequences**
- **Letter to the person who was wronged**
- **Poster of positive influences and role models**
- **Build-A-Bike Workshop**
- **Terms as a juror**

Alternative sentences help teens learn from their mistakes while developing new life strategies. They help the teen learn critical thinking skills, empathy, and responsibility while being accountable for their actions.



**Build-A-Bike Workshop**

# 2023 Family Advocacy Center



## Specialty Program Rapid Re-Housing

We are so incredibly proud of all the hard work that went into making Nicasa's Rapid Re-Housing Program possible. This special funding, while limited, was an incredible opportunity for Nicasa and Lake County. We provided services to 12 families that were homeless in 2023. 10 households were successfully re-housed and provided 1 year of rent/utility assistance. All households were furnished along with other necessary household items thanks to the generosity community agencies and donor support!

**We wish these families continued success!**

**The success of this program is possible because of community supporters!**

**THANK YOU!**

(Above) Volunteer, Tricia Anderson, helped create a community garden in North Chicago, which helps develop community ties and environmental knowledge.

(Right) Gratitude Generation supported Nicasa over the summer with 300 backpacks, rolls of paper towels, and boxes of tissues, along with 79 Bye-Bye Boredom Bags for preschoolers. These help make the summer and back to school time less stressful for parents and set children up for success.

Nicasa's Family Advocacy Center works with families throughout Lake County, IL to fulfill needs and keep families together that are in need of assistance to stay together.





# 2023 TREE Program WINS

## A Young Woman Chooses To Be Positive In the Face Of Adversity

A young woman successfully completed her treatment related to a DUI she received. Despite being charged with a DUI, the woman maintained a positive attitude about the experience. Her time in treatment allowed her to explore her relationship with alcohol and how it was affecting her health. She started going to the gym more often, and maintained her sobriety from alcohol.

However, due to the DUI charge, this woman lost her Deferred Action for Childhood Arrivals (DACA) status. While uncertain of what the future holds, she continued to remain positive. As a result of her commitment to treatment, cooperation with the justice system, and being a first-time offense, the charge was changed to reckless driving. She was informed that she could then re-apply to renew her DACA status again.

## A Friend In Need

A former TREE participant who had attended sporadically during the past 4 years reached out to his former counselor. They had two goals when reaching out this time. They wanted to share how they had been successful since their last contact and also returned to ask for help (a positive skill they learned from their last engagement with Nicasa). Things had been going much smoother for them and they reflected on how they had overcome their challenges in part because of the TREE Counselor's guidance. They also had identified someone in their life who needed some help. This person was in need of services and needed someone to support them, like this former TREE client had been supported by Nicasa.

This referral is crucial because it shows the client's continued growth since leaving Nicasa's care. They wanted to share a safe, supportive space with their friend, and they were proud to be able to pay it forward. This tells Nicasa that we are consistently moving in a positive direction and individuals are finding long-term benefits from treatment.

## Meeting Immediate Needs While Planning For The Future

A young man expressed a need for clothing to his group counselor. Because he was involved with our TREE program, the supervisor and counselor were able to dedicate additional time to determine his specific needs, which were both for employment and in general. Together, the young man and counselor discussed the client's plans to utilize this clothing to seek employment.

The TREE Program then obtained a gift card for the client and assisted him with purchasing an outfit to use for job interviews, as well as clothing for everyday use. The client was thankful for the additional support from the TREE program and stated he is looking forward finding a job and sharing about this positive experience with his parole officer. He left Nicasa feeling empowered and hopeful for the future.



# 2023 Bridge House Recovery Rocks!

# 56

Residents  
successfully moved  
to sober and  
independent living.

Success is the sum of small  
efforts, repeated day-in and  
day-out.

Expressive therapies made possible  
by Art Impact Project.

**ART  
IMPACT  
PROJECT.**





# 2023 Gambling

1,800+ people  
48 events



An important feature of Nicasa's Gambling program is our outreach. In 2023, **Elizabeth Thielen, Senior Director of Substance Abuse services**, and her outreach team held **multiple events** in Illinois to educate people on disordered gambling, warning signs, and the treatment options available. They also **engaged 63 people**, with complex problem gambling needs, in **specialized treatment** with Nicasa.



### PGAM 2023

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
		1	2	3
4	5	6	7	8
9	10	11	12	13
14	15	16	17	18
19	20	21	22	23
24	25	26	27	28
29	30	31		

**MARCH IS PROBLEM GAMBLING AWARENESS MONTH**

### Nicasa Behavioral Health Services

- 3/1 12-1 pm Presentation to Lake Behavioral Hospital
- 3/8 7-8 am Presentation to Carpentersville Rotary Club
- 3/8 12-1 pm "Gambling Disorder: What Helping Professionals Need to Know"
- 3/13 1-3 pm "Understanding and Treatment of Gambling Disorder as an Addictive Disorder"
- 3/14 11 am-12 pm Presentation to Lake County Suicide Prevention Task Force
- 3/14 12-4 pm National Gambling Disorder Screening Day - free giveaways-the Temporary by American Place
- 3/20 4-5pm "Who's Ketting on Canadian Women's Table Tennis at 2 am"
- 3/23 8:30-11:30 am "Raising Awareness of Gambling Disorder"
- 3/24 6-7:30 pm "Black Women's Recovery Journey"



"We know that many people who gamble do so as a form of recreation, and without significant, adverse consequences. But we also know that, for some people, gambling can go unexpectedly wrong. We're here to be a resource for those with an interest in preventing and addressing the harmful affects of problem gambling."

- Elizabeth Thielen, Senior Director of Substance Abuse Services



# 2023 Community Coalitions

Nicasa's Choose Your Path Coalition (Wauconda, IL) was very active with their Youth Advisory Board and 1st Annual Sticker Shock campaign. The Youth Advisory Board is a key factor in the success of this Blue Ribbon Coalition as they keep people informed of active trends and are able to directly connect with peers.



## THANK YOU!

Choose Your Path would like to thank our volunteers and the Wauconda businesses that helped make our first Sticker Shock campaign a success!

We had a total of 11 establishments participate. 3 of those establishments allowed our Youth Advisory Board members to come in to distribute the Sticker Shock Campaign materials.

A big thank you to the following businesses who participated:

JJ Twigs	Corner Pantry
Uncle D's Bar and Grille	Wauconda Bowl
Bliss Wine & Gifts	The Village Inn
Dock's Bar and Grill	Kwik Shop Liquors
Phillips 66	American Legion
Moose Lodge	

The full report will be in our April newsletter.

[chooseyourpath158.org](http://chooseyourpath158.org)



Mundelein's STAND-Up Task Force hosted their first community picnic. This was to raise awareness of the task force, engage the community, and share in some safe, summertime fun. The STAND-Up Task Force worked closely with the school district attending several events at Mundelein High School and middle schools.





# 2023 Staying Connected

As we continue to adapt to a post-COVID world, one thing remains true: Staying Connected Is Essential. We continue to strengthen our bonds with long-time community supports while exploring new connections. We have been incredibly fortunate to be able to continue our mission in Lake County.



Attending resource fairs, wellness markets, and other pop-up events is a team member favorite. Many of our team members enjoy seeing their family and friends at these events, and providing information about mental health, substance use, gambling, and other services within Nicasa's continuum of care.

Nicasa also participated in the February 2023 Lake County Rising. This year was "Love, Unchained: Finding, Defining, Reclaiming Voices."

This uplifting event consistently sends a positive message of love, acceptance, and resiliency for those who have experienced the impact of domestic violence. It was an evening of vulnerability, strength, and reclaiming one's identity. Nicasa recognizes the powerful intersectionality of the care we provide and the broader connections to the human experience.



# Taking Back The Narrative

## Former Clients Share Their Stories

### Change Is Coming

An adult client completed his program successfully. He reported reaching 8 months of sobriety and admitted that was not his intention when he began his outpatient group almost one year ago. The man had learned so much about the effects of drugs. He saw how treatment improved his life. He kept improving his focus and living healthier the longer he was in recovery. The positive benefits of practicing sobriety led him to stay on track. **The fear of not being able to live without using was gone for the first time.** He is 35 years old and is now thinking about wanting to have a family. **This was the first time he thought he could achieve something positive for himself.** He also realized that he is capable of running the restaurant where he works. He is now living on his own and concentrating on getting his license back. This man started treatment full of doubt, and now cannot imagine life any other way.

### There Is Always Time To Make Things Right

A mother with two differently-abled children that have high needs came to Nicasa's Family Advocacy Center seeking assistance with food and other essential needs. The FAC Facilitator tried to help the client access state benefits. However, as an undocumented, single parent, the mother attempted to receive help 4 years ago, by asking a family member to be the recipient of benefits for her family. For 4 years this family member had been keeping all payments, medical insurance, and food stamps while lying to the mother that no benefits were received each month. This mother struggled to maintain housing for her children, food on the table, and medical appointments because of this lie. The FAC Facilitator was able to assist her with going to the Social Security Administration, reporting that her family member was committing fraud, and helped her file a formal complaint. **The mother and her children were finally compensated for all of their eligible benefits and the mother was able to provide for the medical care and basic needs of her children.**

**Strength is a paradox.** Many feel the pull to be strong at the cost of sacrificing themselves. **Strength is vulnerability.** It is hard to be vulnerable with yourself. It is even harder with strangers. **Our clients bare their souls to each other during group.** Not only to understand themselves, but to form deeper connections with others in the future. **One brave individual shared this original poem on their last day of group.**

### Overdose

A poem from a former client

What are you doing? Where am I at?  
Is this a coffin I'm in?  
Why are all these people all gathered around?  
How come there's not any sound?

I'm getting the creeps; can someone help me up?  
I can't move my arms or my legs.  
Ok, wait a minute, let me go over the facts-  
Why is everyone here wearing black?

I was taking a hit when suddenly I heard  
someone call my name.  
Over and over and over again.  
But I'm not sure what happened then.

Did I overdose? No way, not me  
This could never happen to me  
But here I lay as I watch you cry  
Now I think I figured out why.

They told me to stop, but I didn't care.  
It's my life, I'll do as I please.  
I wish I would've listened to them all before  
Now, it's not my life anymore.



# 2022 Winning Counselors



The Illinois Chapter of the National Association of Alcoholism and Drug Abuse Counselors and the Illinois Association of Addiction Professionals hosted their 9th Annual National Recovery Month Awards Ceremony. Among the honorees were Nicasa Staff Members **Arthur Collier** and **Christina Romasanta** who were awarded **Professional Staff Excellence Awards** for their hard work, dedication, and exceptional care of clients.





# Financial Report

Fiscal Year 2023 (July 1, 2022 - June 30, 2023)

## REVENUES AND OTHER SUPPORT

### Public Support and Revenue

Contributions	\$363,740
In-Kind Contributions	\$176,257
Special Events	\$90,540
Program Services Fees	\$1,761,029
Fees and Grants from Government Agencies	\$4,234,156
Investment Return, Net	\$24,919
Other Revenue	\$0
Net Assets Released from Restriction	\$0

### Total Revenues and Other Support

**\$6,650,641**

## EXPENSES

### Program Services

Prevention	\$810,680
Diversion	\$179,565
Gambling	\$409,246
Family Services	\$290,866
Mental Health	\$583,826
Substance Use Treatment	\$2,886,074

### Total Program Services

**\$5,160,257**

### Supporting Services

Management and General	\$1,101,263
Fundraising	\$201,722

### Total Supporting Services

**\$1,311,077**

### Total Expenses

**\$6,471,334**

## CHANGE IN NET ASSETS

Net Assets, Beginning of Year	\$3,761,213
Net Assets, End of Year	\$3,940,520

Nicasa was fortunate to be able to host our 2nd Annual Pickleball Tournament - *Pickle For A Purpose!* It was a fun day of pickleball, raffles, and supporting Lake County. We are always blown away by incredibly selfless acts of generosity from our many supporters each year.



The Lake Shore H.O.G. Chapter #3522 of Libertyville selected Nicasa's Family Advocacy Center to be the recipient of their TEDDY BEAR drive. The HOGs stopped by on November 19th, 2022 to deliver 2,053 stuffed animals and 533 Hot Wheels cars to be gifted to the children of Nicasa!



# 2023 Donors & Supporters

## **\$150,000+**

The John and Kathleen Schreiber Foundation

## **\$100,000 - \$149,000**

Healthcare Foundation of Northern Lake County  
The Mulch Center

## **\$50,000 - \$99,999**

Anonymous  
Lake County Community Foundation

## **\$10,000 - \$49,999**

Abbott Employee Giving  
Kerton & Cornell Charitable Fund  
Jim and Robin Snow  
The Grainger Foundation  
The Trustmark Foundation  
Vivo Foundation  
William R. Johnson Family Foundation

## **\$5,000 - \$9,999**

Anonymous  
David and Mary Kimes  
Steve and Joan Lichter  
Rust-Oleum  
The Roe Family Charitable Fund  
Tom and Jeanne Wilkinson  
Wauconda Township  
Zoom Video Communications

## **\$2,500 - \$4,999**

Advocate Aurora Health, Inc.  
Cuba Township  
Heidbreder Building Group  
Jose Bravo  
Joy Gossman and Greg Ticsay  
Libertyville Township  
Netsmart Technologies, Inc.  
Old National Bank  
Russell and Linda Bartmes  
STAR Charities  
State Bank of the Lakes  
Strategic Divorce  
Vernon Township  
Zion Township

## **\$1,000 - \$2,499**

Anonymous  
Aon  
Baxter International Inc.  
Brad Bollech  
City of Waukegan  
Dustin and Jamie Epstein  
Ela Township  
Heath Graham

Janice Kapinos  
Jeanne Kearby  
Joe and Susan Karich  
Joshua Jackson  
Kevin and Cathy Woodside  
Kristin Zerkowitz  
Lakeview Fishing Foundation  
Mike Buscemi  
Network for Good  
Nick Pann  
North Shore Trust and Savings  
Perry and Kim Smith  
Peter and Tracy Manhard  
Ray Millington  
Sally Rodgers  
S-Net Communications Inc.  
Suzanne O'Connor  
The Exchange Club of Gurnee  
Tricia Anderson  
Walmart Foundation  
Waukegan Roofing Co., Inc.

## **\$500 - \$999**

Abbvie Matching Fund  
Debi Leer  
Episcopal Church  
Green Town Tavern  
The Daniel and Elizabeth Helgren Charitable Fund  
Javier Alonso  
Kristin Mahr  
Mark Metzger  
OneDigital Health and Benefits  
Rich Kolb  
Robert Isham  
Sarah Metzger  
Scott and Toni Roe  
St. Ignatius of Antioch  
United Way of Lake County  
William Biang  
William Sarocka  
Yvonne Sherman  
Zachary Brint

## **\$250 - \$499**

AmazonSmile Foundation  
Amundsen Davis, LLC  
Anonymous  
Bruce and DeeDee Johnson  
Christopher Watts  
Dominican University  
Dr. Deborah Smart  
Gina Kapinos  
Joe Bertoni  
Julie Kahl  
Ken and Debbie Farmer  
Louise Schmitz  
Mark and Ali O'Brien  
Mary and Ed Dominiak

Mehul Patel  
Michael Hensgen  
Polly Andrews  
Rich and Sue Walker  
Robin Block  
Sharon Peddicord

## **\$0 - \$249**

### **(Includes In-Kind Only)**

4imprint  
A. Robert and Joan Abboud  
Abbott Nutrition  
Aerial Tree Service  
Al Burell  
Alan Brodsky  
Alex and Lisa Stojanovic  
Anders Terp  
Andrea Usry  
Andy Sturgeon  
Annalise Morelli  
Anne Campbell  
Annette Kendzior  
Anonymous (2)  
Avery Rosenbloom  
Axe Legends  
BarkBox  
Barrington United Methodist Church  
Barry Cohen  
Barry Sommerfeld  
Bentley's Pet Stuff  
Bev Smith  
Bill and Christine Gentes  
Bill Cote  
Bob and Sharon Krakowsky  
Bob Biddle  
Bob Wurtz  
Bonnie Cudahy  
Boris Mindich  
Brad Knebel  
Bradford World Renowned Portraits  
Bradley and Cheryl Davis  
Bradley Feiner  
Bradley Simon  
Brigitte Latal  
Calum Bishop  
Cari Mory  
Carol and Leon Lajeunesse  
Caroline Cadiz  
Carolyn Veliz  
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