A million reasons to celebrate

We’re happy to report that 2019 was a record year for the CLA Foundation. For the first time, we raised and granted more than $1 million.

The best part? None of us were surprised. It was never a question of whether we’d reach this milestone; it was only a matter of when. To have surpassed this goal after only four years of operation is a testament to the commitment of our CLA family and our promise to “know and help” our communities.

We all know it took work to get to this point. But it’s been the best kind of work. And the result is clear: Together, we have created a culture focused on giving back.

As you’ll see in the coming pages, we have much to celebrate. This report is a snapshot of the good work we have supported, and how CLA, as a family, has helped to make it all happen.

Thank you for an amazing year, and for living our shared mission of creating opportunities each and every day.

With gratitude,

Steve Rosa
Executive Director
Retired Principal

Jan Kruchoski
Board Chair
Managing Principal, CLA Executive Search
It all starts with your nominations.
Thanks to all of the CLA employees who nominated an organization for a grant in 2019.

We know you were more engaged in the process than ever before because we saw a 13% increase in nominations received over 2018. The increased nominations, combined with our increased fundraising, allowed us to fund even more organizations — which included two strategic investment grants.

<table>
<thead>
<tr>
<th>Organization</th>
<th>Nominator</th>
<th>CLA Office</th>
</tr>
</thead>
<tbody>
<tr>
<td>AchieveMpls</td>
<td>Adam Pyzdrowski</td>
<td>Denver Broomfield, CO</td>
</tr>
<tr>
<td>American Corporate Partners</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Appalachian Sustainable Agriculture Project</td>
<td>Brandon Martin</td>
<td>Charlotte, NC</td>
</tr>
<tr>
<td>Boys &amp; Girls Club of Brockton</td>
<td>Danielle Nihill</td>
<td>Boston, MA</td>
</tr>
<tr>
<td>Boys &amp; Girls Clubs of Greater Washington</td>
<td>John Langan</td>
<td>Arlington, VA</td>
</tr>
<tr>
<td>Boys &amp; Girls Clubs of Philadelphia</td>
<td>Charlotte Brill</td>
<td>Plymouth Meeting, PA</td>
</tr>
<tr>
<td>Boys &amp; Girls Clubs of the Greater Chippewa Valley</td>
<td>Craig Olsen</td>
<td>Eau Claire, WI</td>
</tr>
<tr>
<td>Bucks County Opportunity Council</td>
<td>Bruce Braunewell</td>
<td>Plymouth Meeting, PA</td>
</tr>
<tr>
<td>Bunker Labs</td>
<td>Megan Keane</td>
<td>Milwaukee, WI</td>
</tr>
</tbody>
</table>
# 2019 GRANTEEES CONTINUED

<table>
<thead>
<tr>
<th>Organization</th>
<th>Nominator</th>
<th>CLA Office</th>
</tr>
</thead>
<tbody>
<tr>
<td>Byte Back</td>
<td>Kimberly Penn &amp; Latha Saikrishnan</td>
<td>Washington, DC, offices</td>
</tr>
<tr>
<td>California State University San Marcos Foundation</td>
<td>Matt Ceppi</td>
<td>Pasadena, CA</td>
</tr>
<tr>
<td>Catholic Charities, Diocese of Arlington</td>
<td>Jason Neumann</td>
<td>St. Cloud, MN</td>
</tr>
<tr>
<td>Center for Economic Inclusion</td>
<td>Strategic Investment Grant</td>
<td></td>
</tr>
<tr>
<td>Centro Tyrone Guzman</td>
<td>Kelsey Vatsaas</td>
<td>Minneapolis, MN</td>
</tr>
<tr>
<td>College Bound Dorchester</td>
<td>Michelle Peters</td>
<td>Lexington, MA</td>
</tr>
<tr>
<td>College Mentors for Kids</td>
<td>Katie Shields</td>
<td>Indianapolis, IN</td>
</tr>
<tr>
<td>Communities In Schools of North Carolina</td>
<td>Elizabeth Hamilton</td>
<td>Raleigh, NC</td>
</tr>
<tr>
<td>Compassion Planet</td>
<td>Marissa Achanzar &amp; Karl Sense</td>
<td>Sacramento, CA</td>
</tr>
<tr>
<td>Cristo Rey Boston High School</td>
<td>Michelle Peters</td>
<td>Lexington, MA</td>
</tr>
<tr>
<td>Dress for Success Twin Cities</td>
<td>Lily Lamb</td>
<td>Minneapolis, MN</td>
</tr>
<tr>
<td>Elevate Orlando</td>
<td>Michele Casali</td>
<td>Orlando, FL</td>
</tr>
<tr>
<td>EPIC</td>
<td>Amanda Campbell</td>
<td>Peoria, IL</td>
</tr>
<tr>
<td>Family Care Network</td>
<td>Misty Howell</td>
<td>Sacramento, CA</td>
</tr>
</tbody>
</table>
### 2019 GRANTEES CONTINUED

<table>
<thead>
<tr>
<th>Organization</th>
<th>Nominator</th>
<th>CLA Office</th>
</tr>
</thead>
<tbody>
<tr>
<td>Girls, Inc. of Pinellas</td>
<td>Sue Bunevich</td>
<td>Orlando, FL</td>
</tr>
<tr>
<td>Goodwill Industries of Akron</td>
<td>Ken Douglas</td>
<td>Canton, OH</td>
</tr>
<tr>
<td>GPS Education Partners</td>
<td>Allen LaCrosse</td>
<td>Milwaukee, WI</td>
</tr>
<tr>
<td>Greater Tampa Chamber of Commerce Foundation</td>
<td>Ginny Veit</td>
<td>Tampa, FL</td>
</tr>
<tr>
<td>Interfaith Outreach and Community Partners</td>
<td>Larry Adams</td>
<td>Minneapolis, MN</td>
</tr>
<tr>
<td>Jeremiah Program</td>
<td>Jason Neumann &amp; Chris Stanz</td>
<td>St. Cloud, MN</td>
</tr>
<tr>
<td>Junior Achievement of Arizona</td>
<td>Ty Miller, Melinda Mills, and Jean Ramos</td>
<td>Arizona offices</td>
</tr>
<tr>
<td>Junior Achievement of the Central Carolinas</td>
<td>Nancy Brown</td>
<td>Charlotte, NC</td>
</tr>
<tr>
<td>Junior Achievement of Central Maryland</td>
<td>Phillip DelBello</td>
<td>Baltimore, MD</td>
</tr>
<tr>
<td>Junior Achievement of Middle America</td>
<td>Alexander Cross</td>
<td>St. Joseph, MO</td>
</tr>
<tr>
<td>Junior Achievement of Southern California</td>
<td>Linda Saddlemire</td>
<td>Glendora, CA</td>
</tr>
<tr>
<td>Junior Achievement of Tampa Bay</td>
<td>Jack Rybicki</td>
<td>Tampa, FL</td>
</tr>
<tr>
<td>Junior Achievement of the Upper Midwest</td>
<td>Jan Kruchoski</td>
<td>Minneapolis, MN</td>
</tr>
<tr>
<td>Junior Achievement of Washington, Southeastern Region</td>
<td>MoniQue Didier</td>
<td>Tri-Cities, WA</td>
</tr>
</tbody>
</table>
### 2019 GRANTEES CONTINUED

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</tr>
</thead>
<tbody>
<tr>
<td>Junior Achievement of Wisconsin</td>
<td>Mike Burzynski, Chris Davis, and Cory Wiese</td>
<td>Wisconsin offices</td>
</tr>
<tr>
<td>The Ladder Alliance</td>
<td>Megan Terrell</td>
<td>Fort Worth, TX</td>
</tr>
<tr>
<td>Latin Americans Working for Achievement</td>
<td>Katrynah Talbert</td>
<td>Charlotte, NC</td>
</tr>
<tr>
<td>Metropolitan Economic Development Association</td>
<td>Ben Aase</td>
<td>Minneapolis, MN</td>
</tr>
<tr>
<td>National Able Network</td>
<td>Adam Pyzdrowski</td>
<td>Denver Broomfield, CO</td>
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<tr>
<td>National Military Family Association</td>
<td>Mona Birchfield</td>
<td>Arlington, VA</td>
</tr>
<tr>
<td>Neighborhood House</td>
<td>Michael Mead</td>
<td>Bellevue, WA</td>
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<tr>
<td>New Bohemian Innovation Collaborative</td>
<td>David Little</td>
<td>Cedar Rapids, IA</td>
</tr>
<tr>
<td>Northside Achievement Zone</td>
<td>Mindy Plewacki</td>
<td>Minneapolis, MN</td>
</tr>
<tr>
<td>Peoria Public Schools Foundation — Horizon Club</td>
<td>Stephanie Petri</td>
<td>Peoria, IL</td>
</tr>
<tr>
<td>Project Oz</td>
<td>Craig McCormick</td>
<td>Bloomington, IL</td>
</tr>
<tr>
<td>Skills for Chicagoland’s Future</td>
<td>Melissa Struck</td>
<td>Oak Brook, IL</td>
</tr>
<tr>
<td>Starkloff Disability Institute</td>
<td>Ethan Lay</td>
<td>St. Louis, MO</td>
</tr>
<tr>
<td>Summit Academy OIC</td>
<td>Larry Adams</td>
<td>Minneapolis, MN</td>
</tr>
</tbody>
</table>
## 2019 GRANTEES CONTINUED

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</tr>
</thead>
<tbody>
<tr>
<td>Tierra del Sol Foundation</td>
<td>Sharey Wang</td>
<td>Century City, CA</td>
</tr>
<tr>
<td>The Training Source</td>
<td>Doris Parker</td>
<td>Arlington, VA</td>
</tr>
<tr>
<td>Trips for Kids Denver</td>
<td>Shelby Clymer &amp; Nathan Oberle</td>
<td>Greenwood Village, CO</td>
</tr>
<tr>
<td>United Way of Greater Stark County</td>
<td>Ken Douglas</td>
<td>Canton, OH</td>
</tr>
<tr>
<td>Urban Ventures</td>
<td>Sarah Reichling</td>
<td>Minneapolis, MN</td>
</tr>
<tr>
<td>Ventures</td>
<td>Bryce Rassilyer</td>
<td>Bellevue, WA</td>
</tr>
<tr>
<td>Western Dairyland Economic Opportunity Council</td>
<td>Kevin Monson</td>
<td>Eau Claire, WA</td>
</tr>
<tr>
<td>Western Washington University Foundation</td>
<td>Jade Parker</td>
<td>Bellevue, WA</td>
</tr>
<tr>
<td>Woodcraft Rangers</td>
<td>Karen Lo</td>
<td>Pasadena, CA</td>
</tr>
<tr>
<td>World Savvy</td>
<td>Ben Aase</td>
<td>Minneapolis, MN</td>
</tr>
<tr>
<td>YouthBuild Philadelphia Charter School</td>
<td>Jocie Dye</td>
<td>Plymouth Meeting, PA</td>
</tr>
<tr>
<td>YouthLink</td>
<td>Kofi Adjekum</td>
<td>Minneapolis, MN</td>
</tr>
</tbody>
</table>
SPOTLIGHTS

Your voices, your words, your impact
Sometimes just seeing a list, no matter how remarkable it is, doesn’t show the true impact we can have. That’s why we invited a few family members to share what the CLA Foundation means to them.

**CEO & DONOR**

**Denny Schleper**  
CLA Tampa

Seeing the CLA Foundation grow in so many ways over the past four years has definitely been something special. I remember some of the very early conversations about starting a foundation. We all knew it was important and something we wanted to do; however, there were many unanswered questions. We decided not to wait for every answer, and we proceeded with the direction of the Foundation with the faith that only great results would follow. Today, four years later, we can look back and see that great things have happened. We built our Foundation in our CLA way to be a reflection of our values — promising to know and help the communities we care about.

**RETIREE**

**Rick Nilson**  
CLA St. Cloud

When I retired from CLA in 2018, finding ways to stay connected to the firm was important to me. One way I have been able to do that is through the CLA Foundation. Giving back and supporting the many organizations doing good work in our communities is something that has always been important to my wife, Lori, and me. I am so proud of the firm for starting a Foundation and inviting us all to be part of it. To have raised and granted more than $1 million in 2019 is extraordinary and a reflection on the wonderful, generous people in the CLA family — a family I’ll always be honored to be part of.
I have been involved with the CLA Foundation in a few ways over the years as a nominator, grant reviewer, and most recently, the office champion for our Tucson office. Our office is one of the smaller CLA offices, but that hasn’t stopped us from aiming high with our participation. We have had so much fun finding ways to make the CLA Foundation part of our office culture of giving back and focusing on the community. It was exciting to work together and be part of Giving Day history.

Debbie Harvey
CLA Tucson

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Kyle Williamson
CLA Naples

2019 was a growth year for the CLA Foundation, and for our Naples and Ft. Myers offices. Together, we committed to growing our involvement in the CLA Foundation. I shared my plan to support the CLA foundation, while encouraging my teams to join me by nominating organizations, volunteering as grant reviewers, serving as an office champion or on a committee, and of course, contributing financially however they could. The team stepped up to the plate, and in total, we saw 81% engagement – a 450% increase over 2018. I am so proud of the Southwest Florida family for supporting this important work, and I am looking forward to all we’ll continue to accomplish together in the coming years.

Ro Swails
CLA Indianapolis

I have served on the grant committee since the inception of the CLA Foundation in 2015. I have learned so much about what the CLA family is passionate about and nonprofit organizations. I remember the announcement for forming the CLA Foundation and how excited I was that we would be giving back to our communities. I signed up as soon as it was possible in order to participate in the opportunity. I love that the CLA family members nominate and donate in such a tangible way to our communities. Our collective effort is making a difference, and I hope more people consider serving on a committee this year.
Companies have an incredible chance to make an impact in their local communities. The CLA Foundation’s investment embodies what the company stands for in the workforce, and it’s made free tech training a reality for adults at Byte Back.

Christopher Wallace
Byte Back
Washington, DC
Every dollar raised and granted comes from the CLA family. Here are the numbers behind our impact!
$1,155,706 RAISED IN 2019

- **35%** one-time donations through cash or check
- **1%** stock donations
- **64%** recurring donations through payroll or owner deduction

**GRANTEE AWARDS**
- **$1,125,500** total grants awarded in 2019
- **30%** increase from 2018

**MISSION ALIGNMENT***
- **41** education
- **41** employment
- **18** entrepreneurship

*Organizations can align with more than one focus area.

The total granted is higher than the 2019 contribution amount due to carryover of funds from the prior year.
Thank you for investing in this important work and for making it a record-breaking year.
WHAT’S AHEAD

Continuing to move forward together
We know 2020 and beyond will be impactful for the CLA Foundation. We have some exciting efforts ahead, and we are grateful to have you with us to make it all happen.

**What's Ahead**

Continue to grow fundraising year-over-year to reach our next goal of **raising and granting $2 million**.

Link our philanthropy with our volunteerism, diversity, and inclusion efforts to **build coordinated engagement** with our communities.

Non profit organizations are facing challenges they have never experienced before and our support will be needed now more than ever. **Our promise is to continue** to know and help the many organizations working to create career opportunities in education, employment and entrepreneurship within our local CLA communities.
WAYS TO ENGAGE

Our process is powered 100% by the CLA family.
WAYS TO ENGAGE

Volunteer

Apply to engage with the CLA Foundation by volunteering as a grant reviewer, a committee member, or an office champion. We had 229 volunteers in 2019, dedicating more than 2,000 hours.

Nominate

Any organization that receives a CLA Foundation grant must be nominated by a CLA employee. In fact, we do not accept any outside nominations. We received 365 unique nominations in 2019.

Donate

Financial contributions to the CLA Foundation ensure we can continue to support the organizations we care about and that match our mission of “creating career opportunities through education, employment, and entrepreneurship.”

Join us today in a way that feels right for you, and help us elevate our CLA impact where it’s needed most.
Together, we raised and granted more than $1 million.
2019 DONORS

We are grateful for each donation made to the CLA Foundation. Thank you for investing in this important work and for making it a record-breaking year. If you have any questions, or if you are missing from this list, please contact clafoundation@claconnect.com.

$20,000+
Matthew Claeys
John Langan
Dave Schuh
Jeff Vrieze

$10,000 – $19,999
Craig Arends
Bruce Bushman
Cathy Clarke
Hod Dahl
Steve DeBruyn
Scott Dietzen
Gregg Draeger
Yassir Karam
Kurt Kilwein
Jeff Kvilhaug
Jen Leary
Dennis Loman
Bryon Reinhart
John Richter
Rob Schile
Denny Schleper
Cathy Schweigel
Lori Sims
Mike Slavik

$5,000 – $9,999
Pat Byer
Jason Carroll
Bill Choler
Crystal Coleman
Scott Engelbrecht
Neil Falken
Douglas Fiebelkorn
Jon Gale
Bob Gibson
Tony Hallada
Blake Hostetter
Peter Koller
George Kotridis
Jan Kruchoski
Chad Kunze
Tima Malecha
Reed Matthews
Ellen McCabe
Marianne McKenzie
Steve Noble
Chris Piche’
Jim Pratt
Steve Rosa*
Cindy Scheid
Erik Skie
Drew Smith
Greg Stanislawski
John Stiglich
Larry Taylor
Brent Terhaar
James Thomas
Kris Tveit
Sean Walker
James Watson
Kyle Williamson
Dominic Zamora

$2,500 – $4,999
Jim Andreuccio
Karl Appelquist
Paul Bailey
Anita Baker
Brad Baumann
Kathy Bennett
Doug Bertossi
Clayton Blund
Wendi Boddy
Jeff Brandenburg
Nancy Brown
Dennis Buelow
Patrick Bushman
Charlie Cameron
Marie Caputo
Kevin Collins
Mark Dalby
Randall Dall
Bill Early
Les Eiserman
Todd Etheridge

$1,000 – $2,499
Karin Gale
Jim Gibson
Jay Gray Jr.
Jim Haakonson
Rob Henner
Tina Henton
Dennis Hoogeveen
Joan Humes
Roger Jones
Tripp Kay
Jeffrey Lang
Bill LeClaire
Anna Baker
John Lehman
Mia Leswing
David Maccoux
Dane Mayle
Jerry McMillon
Paul Neiffer
Rick Nilson*
Keith Novak
Georgie Ortiz
Paul Parker
Michael Peer
Michael Prinz
Steven Schultz
Jeffrey Sellner
Darren Sparks
Patrick Sturz
John Tauer
Chuck Taylor
Randy Wells
Michael White

$500 – $999
Christine Abell
Mathew Abraham
John Amundson
Casey Anderson
Teresa Arrighi-Campbell
Steve Asher
Dennis Ayers
Christa Baldrige
Matt Barnett
Greg Barragar
Nate Bartholomew
Carrie Bartow
Allyson Baumester
Rick Baumester
Todd Behm
Mark Bellows
Nate Bishop
Corey Boelter
Simone Boilla
Matthew Bone
Jeff Bonick
Jill Bosco
Leslie Boyd
Bruce Braunewell
Mark Bronder
Jay Buck

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2019 DONORS CONTINUED

Mary Ann Hakim
Kimberly Hansard
Dean Hatch
Chris Hegarty
Tyler Hess
Carey Heyman
Heidi Hillman
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Herb Hoffman
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Pamela Honthumb
Dustin Hubbard
Lisa Hubbell
Brian Humes
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Ann Joda
Steve Johnsson
Mark Joyce
Amy Koshiol

Chuck Kozlik
Jackie Kruger
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Tim Mahoney
Abe Mathew
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Shanie McCarty
Chas McElroy*
Darryn McGarvey
Wade McMullen
Michael Mead
Kirk Merrill
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Ken Miles
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David Neighbors
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Dave North
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Gema Ptasinski
John Rassi
Marty Redovan
Matthew Robertson
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Matthew Smutz
Mark Spaeith
Todd Sprang
Terry Strittmater
Brian Strnad
Daniel Sullivan
Ann Swindell
Megan Terrell
Ben Theuninck
Michael Thompson
David Thomsen
Jennifer Tingley
Janet Tolander
Scott Tracy
Ginny Veit

Rick Vojtisek
Sharey Wang
Scott Warburton
Terry Werner
David Wiggins
Josh Wilks
John Wisniewski
Timothy Wood
Melissa Yoder
Sandy Young

$500 – $999
Anonymous
Mike Africk
Peter Allele
Nancy Attey
Casey Badger
Renee Bardenwerper
Johnny Beaulap
Norma Berrios
Greg Blasiman
Jean Bushong
Carey Cadle
Hallie Campbell
Robert Campbell
Matt Ceppi
Travis Chamberlain
Mark Daines
Irene DeLeon
Byron DeStiger
Katherine Diederich
Brian D’Orazio
Ken Douglas
Tracie Drouin
Barb DuBois
Jackie Eckman
Julian Einfrank

Ryan Engebretson
David Enquist
Timothy Evans
Amy Fondo
Deb Freeland
Andy Frye
Megan Gaughan
Tom Giesen
Dale Glen
Lee Goodyear
Shevar Goonewardena
Scott Gordon
Renee Graves
Emely Gunther
Nancy Gunza
Ajay Gupta
Janet Haley
Todd Hasenbank
Phil Hayes
Jeff Heitgerd
Jamie Henkemeyer
Matt House
Patti Howard
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Donna Jancewski
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Kelly Kavanaug
Cheri King
Curis Klotz
Beth Knight
Ron Kolquist
Rena Koprivnak
Billy Lawless
Andy Lee

Mike Lensmire
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Terri Lillesand
Connie Lira
Manesh Makhwana
Chris Manderfield
Bob Marks
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Paula Martin
Sandy Maxwell
Amy McHale
Sarah Mirakhan
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Jessica Onstott
Nick Pawlowski
Helen Pearson
Michelle Peters
Erin Peterson
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Stacy Rubsam
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Karl Sense
Kira Sexton
Jennifer Siemer
Jill Sigelman
Steve Spears
Steve Stang
Linda Stecker
Megan Sullivan
Amanda Sykora
Dave Thompson
2019 DONORS CONTINUED

Paul Thompson
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Jon Trautman
Jeff Tyner
Mike Utz
Timothy Warren
Cameron Weldon
Ken Williams
Rich Willott
Jane Wochos
Mark Wyzgowski
Chad Zeller

$250 – $499
Ben Aase
Deana Acosta
Craig Adams
Erik Augenbergs
Dan Baker
Jodie Bartock
Elizabeth Beatty
Vanessa Bechtel
Todd Benson
Chuck Betz
Greg Blake
Beate Blount
Steve Bodine*
Matt Borchardt
Pat Bowes
Marcus Bowman
JoAnne Brant
Greg Brauit*
Brent Breckenridge
Donna Byers
Jason Cardinet
Sue Clark
Jennie Claver

Bill Conboy
Jenny Coveney
Sarah Curfman
Kyla Delgado
Bob DiBenedetto
Barb Diekmann
John Dorn
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Brian Enverso
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Dayna Frantz
Jody Frantz
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Tim Muehler
Jenni Neubauer
John Nevergole*
Barbara Nevin
Paul Novak
Jen Olivier
Andrew Osborn
Dennis Osuch
Laura Padgett
Fred Paulsen
Beth Peterson
Donna Peterson
Jody Petry
Joshua Pevarnik
Justin Price
Ann Przybysz
Jackie Ramirez
Mark Raschiatore
Sarah Reiching
Vincent Reilly
Thomas Rey
Linda Saddlemire
Leena Saini
Jamison Scarpelli
Catherine Schweiger
Lynne Shopland
John Shutkin
Paula Smaszal
Elizabeth Spencer
Jay Straulin
Melissa Struck
Trey Sturtevant
Steve Sweeney
Zachary Tymon
Mark Vance
Karish Varyani
Joseph Vickers
Juliane Walsh
Ann-Marie Walsh
La Rocca
Paul Weiman
Jo Westervelt
Mike Westervelt
Jon Weston
James Witt
Ken Zacharias

$100 – $249
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We’re thankful for those who lead the way.
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The CLA Foundation would not be possible without the help of all the CLA family members who served as office champions, committee members, or grant reviewers. Together, we dedicated more than **2,000 hours** to the CLA Foundation.

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If you are interested in learning more about the Office Champion role, please contact Mindy Plewacki or Nick Graff!

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Day to day, they keep the whole operation running smoothly.

Steve Rosa, Executive Director
Mindy Plewacki, Associate Director
Sarah Curfman, Grants Consultant
Welcome to incoming board members:

Michele Pratt
Raleigh, NC
Cristina Wiebelt-Smith
St. Joseph, MO

After four years of outstanding service, Brian D’Orazio is rotating off the CLA Foundation board of directors. Brian was one of the founding board members, and his dedication and high standard for excellence ensured the CLA Foundation’s finance and legal work were always in good standing. We appreciate all his contributions.

The CLA Foundation board is excited to welcome Michele Pratt and Cristina Wiebelt-Smith as new board members in 2020. Both Michele and Cristina are triple threats: They have previously served as office champions, grant reviewers, and donors.