

2007-2008

# Annual Report



OPERATION  
MIGRATION



[www.operationmigration.org](http://www.operationmigration.org)



## Message from the Chair



Each year's annual report gives us an opportunity to report to you, the supporters who make our work possible, on the years' challenges and achievements. While we have a whole new Board of Directors in place, we are all 'old hands' at supporting OM and avid Craniacs, and throughout the year we have worked to strengthen and solidify OM's internal structures and procedures.

This past year we were tested with the longest migration on record and the highest mortality rate in the seven-year history of the Eastern Migratory Population. Despite these hardships and heartbreaks, we can still claim remarkable results – results you helped achieve – as we made significant progress toward safeguarding the magnificent Whooping crane.

Thanks to your amazing response to the "Remembering Fund," we started off the 07-08 fiscal year with money in the bank, greatly alleviating our usual cash-strapped position early in the season. And thanks to the successful sell-out of MileMaker 2007, we also finished the year in the black.

As we reflect on the successes of the year just ended, we also look forward with enthusiasm and excitement, to the work that lies ahead. Thank you for an achievement-rich year, and thank you for persevering with us as we turn our energies toward the future.

Operation Migration is about partnerships, and no partnership is more important to us than the one we share with our fellow Craniacs.

*Vickie Henderson*

VICKIE HENDERSON, 2007-2008 Board Chair

### 2007–2008 **BOARD OF DIRECTORS**

**Vickie Henderson**, *Chair*  
Clinical Social Work Practitioner, Artist, Author,  
and Photographer  
KNOXVILLE, TENNESSEE

**Robert Rudd**, *Vice Chair*  
Rudd & Associates, AICP  
NEW GLARUS, WISCONSIN

**David Johnson**, *Secretary/Treasurer*  
Retired Amoco Executive and Wild Bird Center  
Store Owner  
FOX GROVE, ILLINOIS

**Jane Duden**, *Director*  
Author, Education Specialist  
MINNEAPOLIS, MINNESOTA

**Jamie Johanssen**, *Director*  
Director of Marketing & Community  
Relations for Winnebago County Forest  
Preserve District  
ROCKFORD, ILLINOIS

**Dale Richter**, *Director*  
Owner, Richter Roofing Contractors  
LEESBURG, GEORGIA

**Walter Sturgeon**, *Director*  
Retired, Assistant Director North Carolina  
Museum of Natural Science  
SPRING HOPE, NORTH CAROLINA

**Joe Duff**, *Director Ex Officio*  
Co-founder and CEO, Whooping Crane  
Project Leader and Senior Pilot  
PORT PERRY, ONTARIO



Clockwise from left: Jane Duden, Robert Rudd, Dale Richter, Dave Johnson, Walter Sturgeon, Joe Duff, Jamie Johanssen, Vickie Henderson.

## Message from the C.E.O.



Every fall, the annual report gives us a chance to reflect. Much like our young Whooping cranes, the organization's work moves from one phase to the next. But unlike the cranes, we can look both back and ahead, and apply what we have learned to the next generation of chicks and to the next administrative year.

Naturally, all our revenue is first and foremost allocated to our core work with the birds, but when available, funding is apportioned to supportive programs. Most especially to education and outreach; areas in which we are always looking for ways to do more. The launch of Change4Cranes in 2007 and the soon to be released, *Craniac Kids Activity Book*, particularly come to mind.

Looking back, we can celebrate a successful year financially, educationally, and administratively. We welcomed more members and more donors than ever before, and watched excitedly as MileMaker sponsorships approached and then hit the sellout mark.

2007 also saw a new Board of Directors establish and refine internal protocols and policies, and they worked hard to assist staff increase overall effectiveness. From revising the bylaws to jumping in to lend a hand at events, the directors have delivered on their commitment to help OM achieve new highs.

The 'in-the-black' finish for 07-08 has allowed us, for the first time since OM was incorporated in the mid '90s, to prepare for the unexpected and to plan for the replacement of worn-out equipment via the creation of two reserve funds. They are not huge. But neither are they insubstantial. Everyone from the Board on down breathes easier knowing we have finally taken a step, albeit a small one, away from our 'starvation diet' and day-to-day existence. Not only is this a milestone on the long road to economic stability for Operation Migration – it also means Whooping cranes will have a more financially secure organization on which to pin their future.

Looking ahead, we will continue to work on refinements to OM's website, and the possibility of providing a video webcam is under investigation so our audience can watch our work as well as read about it. We will work on strengthening relationships with existing partners, forging new ones in the private sector, and on growing opportunities to raise awareness for our conservation work. We head into the coming year's challenges with the momentum to ensure the ongoing advancement of both the organization and the project.



For me, one of the most rewarding aspects of my involvement is working with the many terrific people associated with the project. The depth of commitment of our volunteers and staff is remarkable; without you, the future for Whooping cranes would not be as bright.

Our focus is clear: safeguard the Whooping crane from extinction, and through our work, show people that even a small organization like ours can make a difference – and so can they. Everything that Operation Migration has achieved is a testament to the faith of our members and donors, and we sincerely thank you for your support. It is your confidence that fortifies us for the challenges ahead, and we look forward to spending another year working together to ensure a future for Whooping cranes.

JOE DUFF, CEO

Everything that Operation Migration has achieved is a testament to the faith of our members and donors, and we sincerely thank you for your support.



## REPORT FROM OM'S WHOOPING CRANE PROJECT LEADER

By Joe Duff

### *Action, Reaction, Pro-Action*

This issue of *INformation* contains our annual report for 2007/08 so it gives us an opportunity to look back at what happened and forward to where we hope to go.

There was only 17 days age difference in the chicks we raised during the first year of this project. In 2007 that range was 42 days from the youngest to the oldest. Each year the range gets wider and the hatching season comes later. The great age discrepancy means more work at Patuxent, so we help out by providing extra staff. Last year we had Bev and Brooke conducting most of the training with the Crane Ecology Team, and three interns to assist with all the other work. In return, Patuxent provides an aviculturist over the summer in Necedah and during the entire migration. The true power of partnership.

2007 was a pivotal year for the Whooping Crane Eastern Partnership. The class of 2006 was lost to a severe storm in Florida in February. That set us all back, but it prompted a re-examination of our procedures. The result was a number of modifications at Chassahowitzka National Wildlife Refuge, including minimal use of the top netted pen, better weather reporting procedures, and an automatic gate that uses a float system to open the pen when water reaches a preselected level.

Also, a new wintering area will be tested. We are applying the theory of dividing the flock to reduce the risk. Half the birds will winter at the traditional site at Chassahowitzka and the others will spend the season at St. Marks National Wildlife Refuge, just south of Tallahassee.

These two sites are in the same Big Bend ecosystem but there are a few differences. One of the primary features of Chassahowitzka is the prevalence of black needlerush. It's a thick, salt-marsh vegetation up to five feet tall that covers most of the refuge. Around the pen it is burned or mechanically knocked down each season in preparation for the arrival of the birds. Apart from that area, there is very little good habitat for cranes on Chass.

This has worked to the advantage of the Monitoring Team because it discourages the return of older birds. That helps ensure the survival of each generation over their first winter but it also might force an unnatural dispersal of birds over a large portion of Florida. At St. Marks there is more low vegetation, and storm driven tides result in only a few inches of extra water. It is likely that more birds will return there after their first season but, with more habitat, it may not be a problem. Plus it will be like starting



over; next year we will have one generation returning, not six.

The other challenge we faced in 2007 was the longest migration ever. That seems to be the opening line I use on every annual summary I have written, but they are getting progressively longer. It took us 97 days to complete the last migration, and that's if you don't count the break we took at Christmas. The first migration took 48 days to cover the same distance using the same route. Based on some harrowing flights we have had in recent years, we have discounted the possibility that we are become pickier about our flying requirements. Man's impact on the weather is said to be changing it rapidly – but surely not year to year. Maybe our extended migration is a harbinger of global warming or maybe it's just bad luck. But the trend is obvious, and something needed to be done or we will be arriving just in time to leave.

Over this past winter Bev and Brooke developed a new, more westerly route. It takes us straight south through Illinois saving our turn to the east until we enter Alabama rather than making that course change once we are clear of Chicago. The new route takes us around the Appalachians rather than over them. We know it will improve pilot and bird safety and we are hoping it will speed our progress. Who knows, maybe we will make Florida again by Thanksgiving.

The new route means more opportunities for outreach and education but it also means we are saying goodbye to so many friends we made over the years. We can't express how grateful we are for all they did to help save Whooping cranes and make our lives easier.

And speaking of easier lives, we have to thank one of our major supporters for saving the crew a lot of aimless wandering last year. At the completion of each leg of the migration, the lead pilot for the day was responsible for writing the web update. After finding a free hour or two and a little peace and quiet, the hard part came in sending it back to the office for posting to the Field Journal. We would drive to the nearest town and circle the local hotel hoping to find a wireless signal strong enough to send off our contribution to the web page. Thanks to our generous donor, we have a two-way high speed satellite dish that can instantly link us to the outside world from anywhere.

The other time saving innovation last year came to us from Terry Kohler of North Sail who provided us with frost covers for our wings. In the past we had to lose precious time waiting for the sun to raise and melt off the frost. Thanks to Terry we can prepare the aircraft and even start the engine before ripping off the covers at the last minute. We are airborne before the ice crystals have a chance to form and can take advantage of an extra hour of cool, calm air.

One of the key words in the goal of all of this effort, technology, and expertise is, 'self-sustaining'. That means a flock large enough to produce sufficient young each year to offset the losses. So far we haven't done too well. In four breeding seasons only two chicks have been produced (one survived). The problem is nest abandonment, with many of the pairs leaving their nests within a similar time frame and seeming to coincide with an increase in temperature. Although we are all concerned, things are not as bad as they may appear.

Since the beginning in 2001 the flock has grown to 70 birds. But Whooping cranes don't mature or successfully breed until they are around five years old. That means that any bird hatched in 2004 or later had little chance of raising a chick during the 2008 breeding season. According to Tracking Team data there are now 14 pairs in the population, 11 of which nested this past spring. All but five of these pairs include at least one bird that was younger than normally successful breeders.

Several causes of nesting failure have been suggested and have been the primary topic for most of WCEP's recent meetings. A plan is evolving to evaluate all of the possibilities.

Operation Migration has a history of facing challenges, obviating obstacles and achieving our goals. We have a new route to address the extended migration, a new wintering site to mitigate the loss of birds, and WCEP is hard at work to address the nesting issue. All in all the future looks promising. ■



# OPERATION MIGRATION

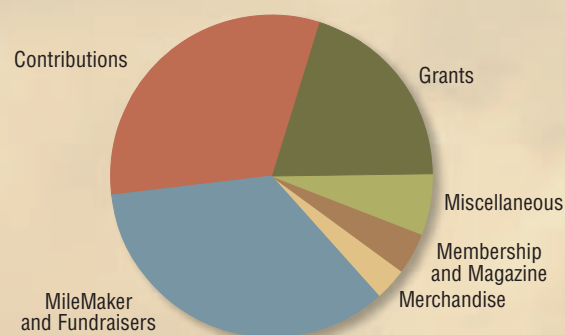
Condensed Combined Financial Statements for Operation Migration Inc and Operation Migration USA Inc with comparative figures for 2006/2007

	GENERAL FUND	ASSET FUND	2007/2008 TOTAL	2006/2007 TOTAL
<b>Assets</b>				
<b>Current</b>				
Cash.....	\$589,447	—	\$589,447	\$349,178
Accounts Receivable .....	27,974	—	27,974	17,885
Inventory.....	20,410	—	20,410	21,770
Prepaid Expenses.....	1,036	—	1,036	876
	<u>\$638,867</u>	<u>—</u>	<u>\$638,867</u>	<u>389,709</u>
Equipment .....	—	47,070	47,070	45,532
	<u>\$638,867</u>	<u>\$47,070</u>	<u>\$685,937</u>	<u>\$435,241</u>

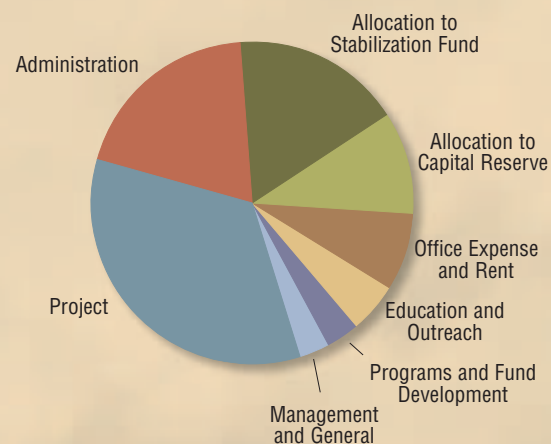


	2007/2008	2006/2007
<b>Revenue</b>		
MileMaker and Fundraisers .....	\$346,573	\$231,615
Contributions.....	313,402	337,349
Grants .....	197,000	56,500
Miscellaneous .....	59,346	33,570
Memberships and Magazine.....	42,663	21,416
Merchandise .....	31,344	38,368
	<u>\$990,328</u>	<u>\$718,818</u>
<b>Expense</b>		
Project.....	\$302,608	\$292,640
Administration .....	171,572	178,374
Allocation to Stabilization Fund .....	150,000	0
Allocation to Capital Reserve .....	90,000	0
Office Expense and Rent.....	70,281	62,708
Education and Outreach .....	42,685	44,708
Programs and Fund Development.....	29,015	3,117
Management and General .....	26,427	38,444
Foreign Exchange Loss (Gain) .....	(5,248)	(14,971)
	<u>\$877,340</u>	<u>\$605,020</u>
Excess of Revenue over Expenses.....	<u>\$112,988</u>	<u>\$113,798</u>

## Where it comes from...



## Where it goes...



**NOTE 1**

The financial statements of Operation Migration Inc and Operation Migration USA Inc for the fiscal year ending March 31, 2008 were audited in accordance with generally accepted accounting principles by the Chartered Accounting firm of GO, LLP of Toronto, Ontario and reviewed by Brock, Schechter and Polakoff, LLP of Buffalo, NY. Full audited statements are available upon request.

**NOTE 2**

Amounts shown above reflect dollars at face value; that is, no adjustments were made for currency differences on combining the revenue and expenses of the Canadian and US organizations.

**2007/2008 DONORS**

Space restrictions limit our ability to recognize all gifts to OM, but we are no less grateful for each and every contribution. Individual MileMaker sponsors are recognized on our website as will be Members after October 1. Every effort has been made to ensure accuracy, but should there be any errors or omissions, please contact us so that we may make corrections in the next issue.

**\$100,000+**

The individuals and organizations who collectively sponsored MileMaker 2007.

**\$50,000+**

Anonymous  
Duke Energy – Midwest Charitable Giving

**\$25,000+**

American Endowment Foundation  
Charles E. Fipke Foundation  
National Fish & Wildlife Foundation

**\$10,000+**

Anonymous  
Disney Worldwide Conservation Fund  
David & Suzanne Johnson  
Kenneth M. Molson Foundation  
SeaWorld & Busch Gardens Conservation Fund  
U.S. Fish & Wildlife Service  
WWF–Canada and Environment Canada  
The Jennie Zoline Foundation

**\$5,000+**

Anonymous (2)  
Kerry & David Brookman  
Hooper Foundation  
Mary Lou Laffer  
Paul Maeder  
Charlotte Mullen  
Nechako Investments Ltd.  
Oneida County Humane Society  
Rex Foundation  
Takla Foundation  
The Ward Family Foundation  
Edward & Viola White  
Whooping Crane Conservation Association  
Kenneth Wood

**\$1,000+**

Anonymous (3)  
Ahrens Family Foundation  
Russell E. & Barbara Allison  
George Archibald  
Attractor Investment  
Dr. Barbara Atwood  
Roberta & Kenneth Ballard  
Barbara Barber  
Lisa Bauer  
Beckham Bird Club  
Benoit Aerial Spraying, Inc.  
Merel Black  
Betty Bohanek  
David & Linda Boyd  
Bridgewater Associates Inc.  
Hope Brogunier  
Lou Cambier & Linda Faber  
President & Mrs. Jimmy Carter  
Kate & John Christian  
David Chuljian  
Rusty & Barbara de Leon  
Vicki DeLoach  
Pam & Doug DeNeve  
Patricia & Richard Friday  
Georgia Ornithological Society  
Global Impact  
GoodSearch  
Marilyn Hampton  
Keith Heefner  
Nancy Heiden  
Ann Hudson  
Suzanne & Steven Johnson  
Annelise Jorgensen  
Michelle Keil  
Kate Kemper  
Dorothy Klinefelter  
Karen Anne Kolling  
Norma Kopitzke  
Paula Lambertz  
Roma Lenahan  
Lindbergh School District  
Elizabeth Livermore  
Dave Mattingly

Dennis Matzner  
Lawrence McPherrin  
Jennifer Michaels  
Pat Michaelson  
LaVonne & David Middleton  
Middleton High School  
Norcross Wildlife Foundation, Inc.  
Oak Lodge Foundation  
Mary O'Brien  
Cathy Page  
Terry Percaino  
Pumpnickel Press  
Royal Saskatchewan Museum  
Rose Rudd  
School District of Nekossa  
Richard Soehren  
Denice Steinmann  
Mike Stuart  
Studnicka Family  
The Royal Canadian Geographical Society  
Vanguard Charitable Endowment Program  
Peter Vennema  
Barbara Waaland  
Nancy & John Waldron  
Tom Warren  
Peter Weil  
Jeffrey & Julie Weingarz  
Wild Birds Centers of America, Inc.  
Windermere Elementary School  
Marilyn Wolfe-Kirk  
Paul & Margaret Young

**GIFTS-IN-KIND**

Dewitt Clark  
Mary Durand  
Randy and Terry Gobeli  
Hunter Corporation  
John Johnson  
LeRoy Enterprises  
Don & Paula Lounsbury  
North Sails  
Pennzoil  
Jane Stedman  
Jack Wrighter

**INTERNS**

Nathan Hurst  
Megan Kennedy

**VOLUNTEERS**

Matt Ahrens  
Mark & Peggy Chenoweth  
Steve Cohen  
John Cooper  
Nancy Drew  
Wanda Easton  
Nevada Kennedy  
Peter & Joyce Long  
Don & Paula Lounsbury  
Jane Maher  
Dave Mattingly  
George McCubbin  
Tom Miller  
Gerald Murphy  
Masako Pellerin  
Karen Richter  
Taylor Richter  
Nancy Rudd  
Walter Sturgeon  
Barbara Waaland  
Tom & Jean Williams  
Vi White  
Jack Wrighter



## OPERATION MIGRATION MEMBERS

SUPPORTING MEMBERS as of March 31, 2007

SUSTAINING MEMBERS  
2007/2008

George Archibald	Wayne Kryduba
Michael Bellamy	Susan Kryszak
Lynn Bellamy	Ruth Ladwig
David Boyd	Darlene Lambert
Kerry Brookman	Bill Lishman
Geoffrey Brown	Libby Livermore
Amanda Brown	Dale MacLean
Marge Brumis	Patrick March
Timothy Buckingham	Jean Miller
Cathleen Buckingham	Keith Miller
Patrick Caffrey	Charlotte Mullen
Carolyn Kenney Carter	Frank Normoyle
Richard Carter	Marie Normoyle
CH Cassetti	Sadonie O'Brien
Marcella Ciucki	Richard Palmieri
Deke Clark	Christine Palmieri
Steve Cohen	Robert Raffel
Rebecca Cohen Pardo	Dale Richter
Jane Dana	Patricia Rossi
Jane Duden	Nancy Rudd
Diana Duff	Bob Rudd
Don Gardner	Rose Rudd
Randall Gobeli	Jennifer Scott
Cassie Hall	Sara Simmonds
Georgiana Harris	Jane Siedman
George Heinz	Walt Sturgeon
Vickie Henderson	Viive Tamm
Margaret Howden	Barbara Waaland
Greg Jackson	Vicky Wegner
Jamie Johannsen	Vi White
Dave Johnson	Edward White
Suzanne Johnson	Mark Woolgar
Rick Jones	Paul Young
Beth Kienbaum	Margaret Young
Sammy King	Ronald Zager
Sharon Klemm	Peg Zappen

Anonymous MN  
Anonymous IN  
Anonymous FL  
Marilyn Abbey  
Joseph Acosta  
James L. Adams  
Sue & David Adderley  
Sandra Allen  
Andrea Allison  
Barbara Allison  
Elizabeth Allison  
Carolyn Andersen  
Betty Anderson  
Eric Anderson  
Pamela Anderson  
William Anderson  
Karon Anderson  
Steve Anthony  
Fred Applegate  
Fred Arnold  
Larry Dean Arnold  
Carol Ayers  
Bill Bahmueller  
Kay Bailey  
Raymond Balfour  
Don Ball  
Roberta Ballard  
Abbie Banks  
Michelle Banks  
Carla Bannon  
William Barksdale  
Duane Barmore  
Brandon Barton  
Sara Bauer  
Madeline Bauer  
Deane Bauman  
Allan Beach  
Fran Beardsley  
Sandra Beasley  
Glen Beck  
Arlene Bee  
Karen Beekman  
David Belling  
Jason Bemis  
Jean Bennett  
Annita Bergen  
Jim Bergens  
George Betz  
Barbara Bickle  
Joan Birkland  
Kristine Bisgard  
Julia & Budd Bishop  
Janice Bittner  
Merel Black  
Margaret Black  
Marge Blanc  
Daniel Blanchfield  
Clare Bland  
Dianne Blane  
Elizabeth Blankenhorn  
Bonnie Blaser  
Sara Blauman  
Patricia Bluhm  
Diane Bodkin  
Betty Bohanek  
Barbara Borns  
Elaine Boston  
Carol Bottoms  
Mary Bowman  
Marilyn Bradley  
Joseph Branch  
Diane Brandstetter  
Richard Braun  
Mike Braunstein  
Kathie Briggs  
Wendy Briggs-Jude

E. Allan Britton  
Richard L. Britton  
Thomas Britton  
W.R. Broadway  
Jane Broehl  
Hope Brogunier  
Ethel M. Brooks  
Diane Brown  
Photina Brown  
Carlton Brown  
Nancy Bruins  
Jim Bruins  
Colette Buchanan  
Shauna Buchert  
Peter Burnett  
Pamela Burr  
Betty Bush  
Gloria Butler  
Pamela Butt  
Katherine Cahill  
Bill & Sandy Caldwell  
Lou Cambier  
William Campbell  
Dick Campbell  
Lyle Campbell  
James Campbell, III  
John Cantwell  
Genevieve Carlson  
Bob Carlson  
Margie Carroll  
Kimberley Carroll  
Jeffrey Catlin  
Belinda Cheek  
Mark Chenoweth  
Betsy Christ  
Olaf Christenson  
David Chuljian DDS  
Patricia Clark  
Bill Clark  
Sandra Clarke  
Mary Clemesha  
Dr. Mary Clench  
Bonita Cobb  
Carolyn Cofer  
Katharine Cohen  
Rick Cohen  
Janet Collins  
Jean Collins  
John Colstad  
Dr. E.V. Conklin II  
Elizabeth Conley  
Elaine Connell  
Linda Connolly  
James Cooper  
John Cooper  
Erin Costanzo  
Eugene Crandall  
Barb Crane  
Karen Crawford  
Dolores Creamer  
Cherrill Cregar  
Janice Creighton  
Stephany Cross  
William Crossley  
Dorothy Crumb  
Carol Fern Culhane  
Katherine Cullen  
Mary A Damm  
Katharine Day  
Lillian R Day  
Mike Beth Dean  
Judy Deater  
Gail DeBoer  
Nancy DeForge  
Karen Dell  
Rebecca Dellinger

Vicki DeLoach  
Pam DeNeve  
Geraldine Dennison  
Judith Dewitt  
Lois DeYoung  
Mary Diezel  
Judith Dixon  
Marion Dobbs  
Bonnie Douglass  
Nancy Drew  
Al Drinkard  
Sophie Duckett  
Mary Durand  
Wanda Easton  
Don Eaton  
Nancy Eddy  
Mary Edwards  
Don Edy  
Julie Eggert  
Roswell Eldridge  
Linda L. Eley  
Marilyn Elleman  
Suzanne Elsea  
Pat Eltz  
Dianne Engleke  
Charlotte Epstein  
Deanna Erdman  
Brad Erickson  
David Eskelin  
Claude Falls  
Murphy Family  
Daniel Fantore  
Kittie Fells  
Judith Ferrell  
Jeanne Fick  
Barbara Filner  
Janie & Ric Finch  
Paul Fisk  
Dennis Fithen  
Jane Fitzgerald  
MaryLou Fitzpatrick  
Virginia Fleissner  
Marilyn Fleming  
Tawnya Fogarty  
Michael Fornecker  
Martha Fortney  
Gerald Francis  
Henry Frank  
Dianne Franz  
Lorraine Franzmann  
Gyneth Fredbeck  
Polly Freese  
Nancy Freese  
Fred Fricker  
Michelle Friessen  
Roy Frock  
FTR Associates  
Mr. Fletcher  
Thomas Fye  
Marnie Gaede  
Sue Gallagher  
Charlotte Galloway  
Charlotte Ganser  
Jennifer Gardner  
Brent Garries  
Erika Gasperik  
Dennis Geiler  
Jan George  
Pamela Giles  
Charles Gilreath  
Shirley Giovannoli  
Reynold Gobris  
Jane Goodall  
James Goodwin  
Goose Track Quilts  
Elizabeth Gore

Elsie Graczyk  
Sarah Gramentine  
Lorraine Grassano  
Nancy Greenlee  
Richard Greenlees  
Leslie Greenwood  
Barbara Greigger  
Arlene Greiner  
Margaret Griess  
Cheryl Griffin  
Kay Griffin  
Michael J. Grode  
Kevin Groeneweg  
Richard Groth  
Monty Grover  
Susan Grundy  
Richard C. Grunt  
Diane Gulbrandson  
Arlene Gunn  
Ann Gurka  
Amy Gysan  
Mack Haddock  
Priscilla Hafner  
Tom Halfen  
Mary Halfmann  
AD Hall  
Gloria Hall  
Roger Hall  
Jean Halverson  
Roger Hammond  
Keith Hammond  
Marilyn Hampton  
Bev Hansen  
Steve Hanson  
Will Harbaugh  
Susan Hardin  
David H Harper  
Ashley Harrington  
Anne Harrington  
Virginia Harrow  
Kathy Hartke  
Kimberly Hartquist  
Takako Hashimoto  
Kimberly Hatley  
Gerry Hawkins  
Kathleen Hayes  
Charlotte Hayes  
Enid Hayflick  
Mary Hays  
Linda Headley  
Deana Heath  
Vicki Hedrick  
Keith Heefner  
Jade Hems  
Daryl Henderson  
Rose Hensel  
Ronnie Herman  
Joel Herr  
Ellen Herring  
Andrea Hessey  
Pamela Hessey  
Jean Hessey  
Alice Hickcox  
Jane Higginbotham  
Liz Hilferty  
Ervin Hiney  
Lou Hinshaw  
Martha Hitchcock  
Mitchell Walker  
Alison Hobson  
Scott Hochmuth  
Phil Hodge  
Beth Hoekje  
John Hoffiezer  
Joanna Hogan  
Sheri Hogle





Bill Holman	Robert Kunselman	John Miller	Linda Porter	Karen Shepherd	John Tollack
Diane Holmes	Anton Edward La Bonte	Jana Miller	Janet Povlock	Ron Shipka	Robert Trail
Steve Holzman	Kimberly Lacy	Scott Miller	Connie Prall	David Short	Rebecca Travis
Peter Hood	Mary Lou Lafler	Fizza Mirza	William Prichason	Deb Shrader	Richard Treen
Ellie Hopkins	Arvie Lake	Bernie Mitchell	Lewis Proudfoot	Dale Shriver	Susan Treesh
Evelyn Horn	John Lamb	Kathryn Mokry	Laurie Pukac	Fred Shumaker	Deborah Tucker
Elizabeth Horsey	Paula Lambertz	Linda Moreau	Warren M. Pulich	Joan Siegwald	Jack Turk
Barbara Howard	Nina Langley	Patrick Moretti	Janet Raddatz	Shirley Siferd	David Turner
Jessie Howland	Vera Latimer	Debra Morrill	Carol Raines	Diane Sikorski	L. Roger Turner
Kristina M.O. Huber	Peg Lauber	Kathryn Morrow	Cal Rains	Parker Simmons	John Turner
Norma Hughes	Vivian Laurence	Sandra Moser	Jocelyn Ramey	Brian Simpson	Laura Tye
Greg Huibregtse	Robert Lawrence	Julie Moutes	Lorraine Ranney	Ron Sinner	AnneMarie Urbanski
Susan K Hurlbut	Joyce Leary	Mark Mowbray	Gail Rapson	Andrew Sitter	Katrien Van Dijk
Ed Huston	George Leath	Gwen Mugg	Robert Rau	Jean Skaife-Brock	William van Hal
Robert Huyen	Barbara Lebsock	Paula Muir	Susan Rauschl	Walter Skowron	Dan Van Hook
Margaret Irvin	Richard F. Lee	Tami Mullenix	Jerry M. Ray	Jodi Slapcinsky	Janet Vandenburg
Walter Iwanski	Peter Lego	William Muller	Judith Reeve	Stephen Slocum	B.G. Vanderpol
Melissa Jacoby	Kathleen Lehtola	Murphy Family	Cary Reich	Bonnie Smith	Anita Vincent
Jane Goodall Institute	Rhiana Levy	Les Mutz	Lola Lee Reid-Allin	Elizabeth Smith	Robert Walkowiak
Patricia Janik	Jacqueline Ley Brown	Corinne Nakao	Richard Remy	Sara L. Smith	Marilyn-Sue Walsh
Allen Janis	Patricia Lindsay	Aldo Nalli	Jim Reynolds	Margaret Smith	Shirley Walter
Genie Jannise	Christine Linnell	James Needham	Eleanor Rice	Jane A Smith	Irene Warning
Nigel Jay	David Lippert	Les Nelson	Carol Rice	Linda Smith	Darlene Waterstreet
Patricia Jenkins	Charisa Little	Susan Nelson	Cheryl Rice	Lynne Smith	Wayne Wauligman
Susan Johannes	Fred Livermore	Dorothy Nesbit	Margaret Richardson	Peter Smith	Vonda Weilhammer
Suzanne Hall Johnson	Roberta Lombardino	Lori Neumann	Jdee Richardson	Carol Smith	Mariana Weinhold
Linda Johnson	Terry Longenbach	Mary Nevil	Korina Riggan	Carole Snyder	Mary Weitzel
Theresa Johnson	Karen Lund	Julia Newman	Vivienne Rimoldi	Mary Kay Soesbe	Janice Welch
Kit E Johnson	Susanne Shrader	Nancy Newman	Aleta Ringlero	Solarfilm	Constance Welling
Emily Johnson	Kathanne Lynch	Cheryl Nichol	Karla S. Ritter	Christine Solomon	Margaret Wenneis
Frances Johnson	Debra Machowski	Bev Nicholson	Elizabeth Robbins	Kimberly Sorlie	Mary Beth Wert
John Johnson	Margaret Maczulski	Gerald Niefeldt	Kristine Roberts	Mary Sours	Dan Wescott
Lisa Johnson	Cheryl Mader	Peter Nielsen	Sallyann Roberts	Jane Sparkman	Michael West
Christopher Johnson	Jane Maher	Helen Nixon	Matthew Roberts	Richard Spindler	Christine Whalen
Judith Johnson	Pauline Maki	Barbara Norgaard	Sarah Roberts	William Sprague	Dona White
Jan Johnson	Lynn Manley	Kareen Novak	Marie Robicheau	Norman St. Amour	Catherine White
Gerald Johnson	Barbara Mann	Darlene Nowak	Charlie Robinson	Sandra Stark	Ann Wick
Elizabeth Johnson	Linda Markovits	Mary O'Brien	Cathy Robinson Ladiges	Henry Steadman Jr.	Dr. Lawrence Wick
Karen Johnson	Philippe Maroldt	Brett Odum	Suzanne Rochford	Christine Steever	Lisa Wiesbauer
Marsha Jones	Jean Marsh	Nancy Okamura	Diana Rod	Virginia Stefanez	Georgeanne Wilcox
Rene Jones	Marian Martin	Patricia Okamura	Fred Roots	Lorraine Stehn	Linda Wilford
John F. Jones	Marilyn Marx	Sara Oliver	Linda Lee Rose	Julia Steinwachs	Ervin Williams
Kay Jones	Percy Mather	Alice Oneal	Linda K Ross	Ingrid Stephan	Thelma Williams
Elizabeth Jordan	Charlene Mathewson	Mary Lynn Osborn	Wilma Ross	Daniel St-Jacques	Esther Williams
Jeremy Joseph	Vera Matlock	Marion Ostrem	Joyce Rosson	Brad Stocks	Thomas Williams
Janice Kadushin	Frederick Maxted	Eileen O'Sullivan	Carl Rubino	Sandy Stockton	Joan Willis
William Kaiser	Dr. Ann D McAllister	Patricia Otto	Diana Rudloff	Virginia Stohr	Nancy Willott
Becky Kamke	Regina McCarthy	Helen Outler	Henry Ryan	Brenda Stokes	Chris Wilson
Karen Karis	Trudi McChesney	Paul Owens	David Sacco	Susan Stover	Richard Wilson
John Katterjohn	Kathleen McClelland	Cathy Page	C Darlene Sadler	Hans Strasser	Meg Wiltse
Robert & Mary Keedy	Melvin McClure	Ruth C. Palenik	Marianna Sadowski	Malcom Strickland	Pamela Winegar
Brooks M Kelley	Donna McCraw	Barbara Parish	James Sanden	Michael Stuart	Linda Winkler
Christine & Tom Kelly	Kay McDonald	Helen Parker	Susan Sargent	Nadia Studnicka	Marilyn Winter
Phillip Kenny	Michael McDowell	Judith Pasich	Linda Satre	Debora Stutzman	Marilyn Wolfe-Kirk
Marti Kie	McHenry County	John Paton	Wanda & Eugene Sawyer	Andrea Subhawong	Suzette Wood
Martha Kilgour	Conservation District	Linda Patrick	Crystal Schaaf	Wayne Svoboda	Geoffrey E Woodcock
Nancy King	John L. McKnight	Nancy Paul	Alyssa Scheffer	Carol Swain	Glen Woodfin
Bridget King Wescott	George McLain	Harry Paulk	Steve Schildwachter	William & Elizabeth	Ruth Wopat
Mary King-Wilson	Rebecca McLusky	Theresa Pawlicki	Jennifer Schmidt	Sweetland	LoAnne Worth
Nina Kirienko	Keith McLusky	Peter Payan	Marcia Schmidt	Chuck & Jean Sweningsen	Ann Wynn
Barbara Klepper	Edward McNally	Howie Peebles	Joan Schnabel	Catherine Sychych	Hugh Yaeger
Dorothy Klinefelter	Isusan McSherry	Suzanne Peers	Barbara Schnackenberg	Carol Takala	David Yocum
Laurence Klugman	Connie Meek	Thelma Peffer	Bernadette Schoen	Jeanne Tanamachi	Debra Young
Dwight Knapik	Suzette Merchant	Doug Pellerin	Martha Schroeder	Christine Tankersley	Jane Zahner
Terrence Knudsen	Mary Mercier	Alisa Pelz	Donna Schroeder	Michael Tarr	Dorien Zaricor
Robert Koehler	Lynn Merrill	Marion Penrose	Carol Schultz	Lisa Tart	Nina Zelenski
T. Koenig	Susan Merritt-Trail	Terry Peraino	Jeff Schumann	Barbara Taylor	Hubert Zernickow
K. M. Kohlschmidt	Karen Metz	Robert Perry	Shirley Scott	Denise Taylor	Norma Zier
Karen Anne Kolling	Claire Meunier	Diane Phillips	Norma Seabolt	Brent Taylor	Guy Zimmerman
Karen Komatz	William Meyer	Ettice Pickens	Jacqueline Seal	Madeleine Tembley	Frank Zuern
Brooke Kopff	Jenny Michaels	Ray Pinter	Kathy Seckinger	Sandra Tesmer	Vannie Zychowicz
Norma Kopitzke	Joyce Middleton	Suzanne Pipes	Carol Selvey	Cathy Theisen	
Nancy Kost	Larry Miller	Martha Pippitt	Jennifer Sharp	Maria Thomas	
Russell Krueztzman	Barbara Miller	Nicola Place	Kim Sharp	Johanna Thompson	
Diana Kruse	Don Miller	Jeanne Plumb	Derek Sharvelle	John Thomton	
William Krusen	Sharon Miller	Sandy Pollack	Patricia Shepard	Gordon Tillman	