Mission

Kentucky Refugee Ministries, Inc. (KRM), a non-profit organization, is dedicated to providing resettlement services to refugees through faith- and agency-based co-sponsorship in order to promote self-sufficiency and successful integration into our community. KRM is committed to offering access to community resources and opportunities and to promoting awareness of diversity for the benefit of the whole community.

Vision

To compassionately welcome and serve the world’s displaced people. To encourage the hope that lives within each human being by providing an atmosphere of hospitality, responsiveness, mutual respect, trust and tolerance. To be known for our reliability, resourcefulness, partnerships and comprehensive services.
New Beginnings

The word “refugee” evokes images of bedraggled victims in dusty camps or desperate migrants journeying on foot or by boat.

Sadly, there is some truth to these associations, with the conditions and humanitarian support for the world’s 21 million refugees—half of whom are children—deteriorating markedly.

However, KRM’s 2016 Annual Report shows refugees in an entirely different context: the transformative experience of resettlement.

After arrival in Louisville and Lexington, the refugees KRM serves are immersed in a new environment of challenges and opportunities. The adjustment curve is steep. The timeframe to become self-sufficient is short. Sorrowful memories still haunt.

But as the following pages illustrate, with the encouragement of KRM staff and community partners, those who have been persecuted and forced to flee are able to rebuild their lives in Kentucky—to find a sense of belonging, a place they and their children can call home.

The statistics included throughout this report underscore the comprehensive scale of KRM’s resettlement work, and its beneficial community impact. But our staff’s focus remains the individual care of each refugee family we pick up at the airport.

We could not do it without you. It is the compassionate involvement of community volunteers that creates the spirit of welcome KRM aspires to as an organization.

So to all of you who partnered with us in 2016, I offer the warmest appreciation from everyone in the KRM family. We hope for your continuing support.

Sincerely,

John A. Koehlinger
Executive Director
Bus, car, train, boat, feet—various modes of transport carry refugees from one home to another. The journey to Kentucky is different for each person. Some face sudden departures with no time to gather important documents or mementos. Others may have warning, giving them precious time to assemble supplies, clothes, and food for the journey. The selection for resettlement comes after years of interviewing and waiting. Less than one half of one percent of the world’s refugees receive third-country resettlement.

For KRM, the days before a family arrives are often hectic. Plans face last minute changes. Meals are cooked for when the hungry family lands. Caseworkers verify the flight status and prepare transportation. Volunteers set up apartments with furniture and household goods.

The majority of newcomers resettled through KRM have friends or family already in Kentucky. These reunions may be years in the making. Spouses embrace in the airport terminal. Mothers now see their children before them as adults. Countless loved ones cross countries and oceans of uncertainty to find family and some solace in Kentucky.

Others arrive in an unknown world of strangers, but KRM will be there to greet them. Interpreters connect with the newest arrivals by sharing familiar words of welcome. Caseworkers bring families to their new home, and threads of their old and new lives start to weave together.
“People smile in our faces,” says Azzo Alchabo, 36, of his family’s new Louisville community. “When we put our heads on the pillow, we’re comfortable. We sleep.” Over four years ago, he and his wife Amina, 29, and their four sons, 10, 7, 3, and 10 months, fled the war in Syria. Azzo had been blinded in both eyes by an explosion. “We crossed seas and oceans, and our destiny is unknown,” he says of their journey. When they landed in Kentucky, they knew no one.

Meanwhile, a team of co-sponsors from St. Agnes Catholic Church in Louisville was busy welcoming a family from the Democratic Republic of the Congo. As co-sponsors, they raised funds, gathered furniture and goods, and partnered with KRM to help the family rebuild. Most co-sponsor groups are faith-based, but businesses and civic groups have also co-sponsored. Some are small cohorts of volunteers; St. Agnes’ group was teeming with support.

“It’s something big when someone who is an American tells you this is your home. This feels so good.”

- Azzo Alchabo

*All figures are from the Fiscal Year 2016, unless otherwise noted (October 1, 2015 - September 30, 2016)

**Total Refugees Welcomed**

1,010

**Total Cubans Welcomed**

1,190
The Louisville parish has over 2,000 families, says team member Ken Stammerman. The Catholic community was stirred to action last year. Over 70 parishioners joined their first meeting, eager to welcome refugee families. The group formed teams with focus areas, such as the meet-and-greet at the airport, transportation for appointments, furniture and household supplies, food, and social support. Sue Green, another member of the team, explains, “People stepped up and said, ‘I can do this.’” Even kids began creating artwork for the families’ apartments.

Continued

After their formal commitment with the Congolese family ended, the St. Agnes team wanted to do more. KRM paired them with Azzo and Amina’s family. After meeting each other, Amina says, “We felt that we have somebody. We have help.” The co-sponsors practiced bus routes with the family and visited the library and the zoo. They brought donated furniture to their home, guiding Azzo’s hand to tables and chairs so he could understand his new surroundings.

Now, Azzo and Amina’s kids are in school and caseworkers help them access services to build their independence. “My kids have futures. Their future is not lost,” Azzo says.

He recalls how someone on the co-sponsor team said to him, “This is your home.” Azzo adds, “It’s something big when someone who is an American tells you this is your home. This feels so good.”

“My kids have futures. Their future is not lost”

- Azzo Alchabo

Total *co-sponsor partner groups

41

Total Active Volunteers

826

*An organized group (typically faith communities, civic groups, or businesses) that collaborates with KRM to welcome a family.
By the time families land in Kentucky, they may have been on the move for years. Others may have been in camps, waiting in one place long enough to marry, have kids, and see their children grow. Some refugees find that their country of asylum prohibits work or school so they scrape by, peddling goods on street corners or working where they can.

They wait. For their refugee status to be approved. For resettlement in the United States or another country. For the news that conflicts at home have resolved so they can return. Or, for the news that home is gone—destroyed by war and violence.

Resettlement offers a new stability. Families can make the most of this new life, because in the United States, refugees can legally work. To prepare for this, the first few months are a hustle of appointments, English classes for the adults, and a new school for the kids. First-day anxieties for all. Families ride the bus in a new city, exploring parks, grocery stores, and markets, getting lost and finding the way again. Back and forth between home and KRM, they create routines. Their old and new lives weave together—both joyfully and painfully. Although they are here and safe, more family members may still be in another country. They may be in danger or also waiting for their chance to start anew.

Throughout this uncertainty, KRM is there to empower families. This begins with work: connecting refugees with employer partners based on their skills and dreams. Whether they are farmers, carpenters, engineers, teachers, doctors, lawyers, or cooks, refugees blend together their old and new skills in order to rebuild.
“The first day after work, I went to the bank and they said, ‘You smell so good!’” Mohamad Al Turk, 26, shares. The fragrance came from his work as a mixer at Hydra, an independent retailer of bath products that hired Mohamad about six months after he and his sister Ranim, 23, arrived in Lexington. They fled the war in Syria in 2012; their mother and brothers are still in Jordan awaiting their approvals.

Mohamad recalls arriving at the airport and meeting their KRM caseworker and an Arabic interpreter. At their home, he was surprised to see furniture and food. “The first few days,” he says, “I was so happy. The nature was so beautiful. I wished my family was here so they could enjoy what we were seeing.”

Balancing learning English and finding work was a challenge, Mohamad explains. “We’ll be working in two directions—study and job,” he says. “I understand it’s going to be several steps before I reach all my wishes: to have my own career and my own business, to get married and to establish a life, to have all my family members join me.”

“I understand it’s going to be several steps before I reach all my wishes.”

- Mohamad Al Turk

Continued
In Syria, Mohamad worked at a cell phone company, but when they fled to Jordan, he was not allowed to obtain work as a refugee. After months of looking for work, Hydra hired him for a full-time, first-shift position, incorporating him into a diverse workplace comprised of other refugees and immigrants. “They are doing the job perfectly,” Mohamad says of his peers. “We show the manager we are so committed to our work and so proud of our activity and production.”

With income from this job, Mohamad can support himself and his sister. “Now, I have a car and I am able to pay my car installments,” he says. “After a while, I am looking forward to getting a job for my sister.” He hopes that his other family members will join him, that he can help find jobs for them, and that they can buy a house together. These dreams start small, he says.

122 mothers
165 children
Total Family Center mothers & children served
*(Calendar Year 2016)

$10.60 Average hourly starting wage

1,112 Total job placements

627 Total children enrolled in Jefferson & Fayette County public schools
*(Calendar Year 2016)
When will my children start school? is often one of the first questions parents ask after arriving in Kentucky. Half of all refugees are children, many of whom have experienced interruptions in their education. Before coming to the US, some refugee children lived in camps that didn’t have schools. Others may have fled to nearby countries that allowed them to study while they lived in crowded camps or dense cities.

Once they attend Kentucky schools, refugee students share their cultures and languages, learn from their peers, and bring their lessons back home to family. Children become the bridge—connecting the old with the new and preserving culture while creating their own. These new roles may impart both excitement and uncertainty as the family looks toward their next steps. High school, GED programs, community colleges, and four-year universities. Career questions, technical trainings, and long-term aspirations.

Over time, families’ networks widen to schools, faith communities, and other circles. KRM connects families with local volunteers to foster friendship, continue practicing English, reach career goals, and more. After one year, a refugee’s status changes when they become permanent residents. After five years, refugees can become United States citizens.
On the way home from the Louisville airport, Moses Kirumba asked if he could start school the next day. At 18, he had just landed in Kentucky with his mother, three siblings, and niece. They left their home in the Democratic Republic of the Congo after his father, a teacher, was killed by rebel forces. The family then lived in Uganda for eight years, awaiting their resettlement in the United States. Moses’ mother Mary, a tailor, quickly found work in Louisville. One of Moses’ sisters also started working, while another sister began attending the KRM Family Center with her young child and later taking GED classes in the evening. Moses’ younger sibling began school at ESL Newcomer Academy in Louisville. Because Moses scored exceptionally well on his English exam at school registration, he was able to waive Jefferson County Public Schools’ ESL services. His family also had school records from Uganda, so he was able to enroll in Waggener High School as a senior. A few weeks after starting, he came to KRM. “I need help,” he said, explaining that he knew nothing about college. “I’m taking the ACT soon and I don’t know what that is. What am I going to do?”

Moses’ plea echoed other requests from refugee youth and young adults. He enrolled in a college and career readiness program at KRM called Rise Up and joined the next Super Saturday, a day when students visit regional colleges and universities. Moses had found a weekend job at Amazon and began balancing work, high school, and college preparation.

Story Spotlight

Encouraging Hope

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“What a change from the first time I met him and he looked like he was carrying the weight of the world on his shoulders. A student with an unclear, puzzled future to a young man who’s confident and possibility-thinking.”

- Gary Guthrie

26 Total students starting GED, college, or university programs

*(Calendar Year 2016)*
An active volunteer and member of the Board of Directors, Gary Guthrie was eager to work with young adults. KRM paired Gary and Moses together through a growing mentor program.

“He was at a crossroads,” Gary reflected. “He had excellent grades but was not as proactive in applying for college, taking the entrance exams, and looking for scholarships as most high school seniors would be. Nonetheless, he rose to the challenge and worked with me to find scholarship opportunities, study for the ACT, and visit colleges. Super Saturday at the University of Louisville was very impactful — straightforward, easy to understand, and a chance to feel part of a wider refugee community that was on the same positive track. Within less than three months, Moses had his college applications in and improved ACT test scores.”

In the same year, Moses was one of 12 students recognized at Waggener’s Honors Day. With a 4.0 GPA at graduation, he received scholarship support from Spalding University in Louisville. He continues working part-time and is a sophomore at Spalding in the pre-pharmacy program.

Gary recalls the transformation he witnessed, “What a change from the first time I met him and he looked like he was carrying the weight of the world on his shoulders. A student with an unclear, puzzled future to a young man who’s confident and possibility-thinking.”

“Before I met with Gary, I was struggling a lot with my future and I did not know which path to take,” Moses said. “Gary helped to answer my questions and has always been there, encouraging me to pursue future education, to work hard, and to never give up.”
**Income & Expenses**

**Condensed Audited Statement of Activities for the year ending September 30, 2016.**

- **Fundraising** $123,751
- **Contributions** $343,709
- **Miscellaneous Income** $390,019
- **Grant Income:**
  - Foundations & Local Government $352,122
  - Immigration Legal Services to the Community $198,426
- **Federal Funding for Basic Needs & Self-Sufficiency Services** $6,673,568
- **In-Kind Donations** $453,572

**Total Unrestricted Revenue & Support** $8,535,167

**Total Expenses** $8,584,309

- **Program Administration & Support** $4,005,013
- **Program Supplies** $17,001
- **Program Support:**
  - Transport $123,195
  - Employment & Education $281,238
  - Refugee Contract Services $98,063
- **Refugee Contract Services** $123,195
- **Direct Financial Assistance/Emergency Support** $1,773,583
- **Housing, Utilities & Transportation** $1,522,757
- **Community Events** $56,507
- **Basic Needs:** Food, Clothing, Medicine $646,301

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Condensed Audited Statement of Activities for the year ending September 30, 2016.
Thank you to the KRM Partners who have joined us on the journey in 2016.

Transformation Partners: $20,000 - $50,000
Greater Houston Community Foundation In Honor of Sarah Campbell Grados Charitable Fund
W. L. Lyons Brown Foundation on Behalf of Matthew and Brooke Barzun

Hope Partners: $10,000 - $24,999
Highland Baptist Church
Peter Rutledge In Memory Of Betty Rutledge
Highland Presbyterian Church

Empowerment Partners: $5,000 - $9,999
Brown-Forman
Christ Church United Methodist
Cornelia W. Bonnie Revocable Trust
Helen Lang
Leadership Louisville Center

The Reverend Jesse W. Lebus
On Behalf Of Bertha Lebus
Mitchell Family Foundation
Joe and Edie Norris
Dominique Olbert

Joseph Adams
Adath Israel Congregation
Air Hydro Power
Altar’d State Mission Monday
Anchorage Presbyterian Church
Anthem Medicaid
Sean Baldwin
Beargrass Christian Church
Carol and James Brees
Kevin Brown
Philip Buckman
Samuel D. Carter In Honor of Shelley Allen
Centenary United Methodist Church
Elisabeth Clark
Gene and Joan Covens
Crescent Hill Baptist Church
Crescent Hill Presbyterian Church
Crestwood Christian Church
Crossroads Christian Church
Daniel Family Foundation Inc.
David Kinny
Maryann C. Davis
William Dohrman
Douglas Boulevard Christian Church
Neal Dunlap
Emmanuel Episcopal Church
Taylor Outreach Fund
William Faris

First Alliance Church
First Christian Church
First Presbyterian Church
Katherine Fishback
Inuk Gurdy
Jessica Hamilton
Benjamin H. Harris
Harvey Browne Presbyterian Church
on behalf of Sally Jones’ Family and Mission Committee
Ronald and Gladys Horvath
Jewish Community of Louisville
John N. Browning Family Fund - Mr and Mrs Thomas Van Meter III
Rickard Jones
Jump Start Class
Harrison Kyle Kirby
Hannah Knudsen
Korrect Optical
Goof and Sherry Maddock
Middletown Christian Church
Midway Baptist Church
Northeast Christian Church
Joseph Oldham
Open Door Church
Pakistani-American Alliance
Ashley Parker
Atul Pathiyal
Pisgah Presbyterian Church

Resilience Partners: $1,000 - $4,999
Presbyterian Church of Danville
Preston and Elisabeth Young Family Fund
Stephen Reily and Emily Bingham
Joseph Scarlett, Jr. - In Memory of Mary Ellen Peacock
Schrader Commercial Properties
Sidney Anderson Foundation Inc
Silver Dollar Honky Tonk
Greg and Ann Sparks
St Agnes Parish
St Paul United Methodist Church
St Stephen United Church of Christ
Kenneth Stammerman
The Highland Vineyard Inc
The Presbyterian Church of Danville
Trinity Episcopal Church
Trustee & Council of the Episcopal Diocese of KY
University of Kentucky Internship Award
University of Louisville
Venu Vemuri
David and Elisabeth Wactel
Mr. and Mrs. Warren Walker
Walnut Hill Church Inc
Hannah Wiedemann
Beverly Wilson
Aimee M. Zaring

Aetna Better Health of KY
Alman Insurance Services
Margaret Anderson
Barbara Beard
Josh Bentley
Perry Bentley
Blue Grass Community Foundation
In Honor of Howard and Dee Reynolds

Bowden & Wood, PLLC
Joan Bush and Lowell Bush In Honor Of James and Kelly Telechbias
Diane H. Cashen
Christ Church CROSS Ministries
Church of Christ Union
Covenant Community Church
Carol E. Davis

Dettman & Associates
Ebenezer Presbyterian Church
Barbara Edelman
El Camino
Imad Elhaj
Episcopal Church of The Resurrection
Episcopal Diocese of Kentucky
Therese and Glenn Flood

Peace Partners: $500 - $999
Pakistani-American Alliance
Springdale Presbyterian Church
Tayor Outreach Fund
Venu Vemuri

Diane H. Cashen
Christ Church CROSS Ministries
Church of Christ Union
Covenant Community Church

Atul Pathiyal
Pisgah Presbyterian Church

Aimee M. Zaring

Ashley Parker
Midway Baptist Church
Northeast Christian Church
Joseph Oldham
Open Door Church
Pakistani-American Alliance
Ashley Parker
Atul Pathiyal
Pisgah Presbyterian Church
Welcome Partners: Up to $499

Ronald E. Marston in Honor Of
James Roberts In Memory Of
Ruba Al Sebai
Janet McCabbe
Kurt Metzmeier
Jenny Minor on Behalf of
Josh Edgington
Jennifer Moore
Muhammad Ali Museum and
Education Center - UCREW
Melanie M. Odum-Groh
Elisa V Osuwalad
Passport Health Plan
Sunny Payne
Susan Perkins Weston
Phi Mu Delta Theta
Portland Investment Initiative
Jill and Mike Puckett
John and Nancy Reed
Raymond Beebe on Behalf of
Joann Kirkpatrick
Robert Belcher
Eric Belmont
Chris Benson
Susan Bentley
Berea College
Berea Interfaith Task Force
For Peace
Bernice Pederson in Memory of
Joann Kirkpatrick
Pamela Sue Rissioli
Big Mellow Restaurants LLC
P. Bisbee
Chris Bischoff
Colleen Blackbourne Beach
Amie Blandford
Beth Blankenship
David R. Blanton
Block Party Handmade Boutique
Bluegrass Hospitality LLC
Maddie Boober
Edna Boone and Paula Pace
Daniel Bowman
John Bramley
James Roberts in Memory Of
Rev Ken Thompson
Sacred Heart School
Volunteer Wrappers
Service for Peace Inc.
Mr. and Mrs. Jeremiah Sizemore
St William Catholic Church &
CrossRoads Ministry
Ann Stewart Anderson and
Joyce Garner
Michael H. Stough
Eleanor Sutter
Toni Crawford Charitable Fund
Trust Comprehensive Distribution
Unity Baptist Church of Bullitt County
UofL Global Health
Susan Warren
Amy Wells
Jeanne R. Woodberry

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James D. Breazeale
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Anne Briggance
Mamie Broadhurst
Martin Brock - In Honor Of
Annie Brock
Sarah Brown
Joseph Brown
Roy G. Brown
Martha Brown
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Reid Buchanan
Molly Buchenberger
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Michael R. Buehner
Jenni Burnett
Bruce Burton
Michael R. Bush, Jr.
Karen L. Butler
Brenna Cade on Behalf of
The Learning House employees
Rev. Cynthia Campbell
Mary T. Campbell in Honor Of
Caroline Reed Walker
Daniel Cao
Elaine Carman
Samuel Carneal
Nancy Carpenter
Adam Carrico
Harriet Cason
Charles Casper
Sarah Castan
Jorge S. Castorena
Casey Chalmers
Michael Childress
John Chisholm - In Honor Of
Louis Helman
Joshua Christensen
Laury Christensen
Church Women United Lexington
Fayette Co.
Doug Churchman
Lynda Clark
Charles Clemen
Danielle T. Clore
Jessica Clouser
Kelley Cohn
Corey Cohen
Jennifer Cole in Honor Of
The Baptism of Edward Justus
Berghaussen V.
Collegiate’s Taste of the World
Philip W. Collier
William P. Collins
Janet M. Collins in Memory Of
Bill Shores
Columbia Gas of KY
Ashley Colvin
Commonwealth Credit Union
Marian H. Congleton
Larry Cooper and Rebecca Copeland
Timothy Costich
Brad Craft
John and Laurie Creapcroft
Crescent Hill Presbyterian & First
Presbyterian Church Shelbyville
Arthur O. Cromer - In Honor Of
Catherine Senn
Stephen L. Cross
Joan and Ward Crowe
Kathryn Culligan Simon
Elizabeth Page Curry
Jenni Danseby
Patricia Darnell
John Daugherty
Deborah Davies
Janet Davis
Joyce R. DeAeth
Emily Dean
Robert Decker
Deming Malone Livesay & Ottroff
Brian Derer
Dennis Jackson
Barbara Dettmer
Robert Dickson
Sally Digiovanni in Honor Of
Mary Ellen Peacock
Dinsmore & Shohl LLP
Toni Crawford Charitable Fund
Volunteer Wrappers
Baptism of Edward Justus
Berghaussen V.
Vince Bugert
Baptism of Edward Justus
Berghaussen V.
Baptism of Edward Justus
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Berghaussen V.
Baptism of Edward Justus
Berghaussen V.
Welcome Partners, continued

Luis and Yamilte Puentes
Tim Furnish
Elkin Galvis Leon
Katherine Gambla
Amelia Gandara
Graeme Gardner
Jenni Garwood
Meghan Garvin
Debra Gawne
Karla Gaynor
GE United Way Campaign
Jacob Genet
Scott Gephart
Janet Gerber
Ruby Gissb
James and Grace Giesel In Memory Of Shirley Miller
Will Glasscock
Julia Glenn
Richard Gilbert
Melanie Goua
Angela Golring
Les Goldring
Reiner Goldring
Pensia Goldstein
Jessica Goldstein
Mark Golightly Sanders
Good Shepherd Episcopal Church
Good Shop
Robert M. Goodnight
Deborah E. Goonan
Timothy D. Heath In Memory Of Health Management Resources Corp
Tabitha J. Heberlein
Friends of Elsa V. Osswal
Timothy Hawley On Behalf Of
Masako Hashimoto
Terri Hartman
Mary Ellen & Rick Harned
Frederic T. Harned
Robert Harlow, Jr.
Jerry Hardt
Robert Harlow
Betty Hall
Frederic T. Harned
Mary Ellen & Rick Harned
Casually Harris
Terri Hartman
Masako Hashimoto
Timothy Hawley On Behalf Of
Paula Harshaw
Jessica Hays
Health Management Resources Corp
Timothy D. Heath In Memory Of Mary Ellen Peacock
Heather Palmer on Behalf of tripp
and Claire Palmer
Jason Heck In Honor of Jay Betsey
Helen Heddens
Georgia Henkel
David Henry
Steve Henry
Stacy Henry Olash
John Herzdell
Highland United Methodist Church
Ryan Hilliard
Glenda Hodges-Cook
(Louisville Vipassana Community)
Tammie Hogan
Doris Hogue
J T Holladay
George and Cindy Holmes
ReBelle Sarah Hoad and Robyn Wade
Erica L. Horn
Mary and David Horvath
Charles Howard
Lucy Howell In Memory Of Shirley
Ann Miller
Robert K. Howar
Anna Huang Shrader
Mary Tim Hubshe
Jim Hubert In Memory Of Shirley Miller
Holly J. Hughes
Sherrie Human
Sarah Hunter
Esther C. Hurlburt
Aun Hussain
Eira Hutchinson
Hydra
Jay K. Ingle
Innovations in Peacemaking
International Integrity Staffing Solutions
Raymond L. Isenhour
Dr. Kon Jabre
Deborah Jackson
Amanda Jacobs
Lauren James
Janet Rockafellar Trust
Rochelle Janising
Jeffrey Jenkins
Chapin Johnson
Anne C. Johnson
Cody Johnson
Elise Johnstone
Timothy Jolly
Anna Ruth Jones
Beth Jones
Dennis V. Jones
Alma Kajtazovic
David Katz
Ben Kaufman In Honor Of
Sara J. Kaufmann
Kara Kate Keeton
Lauren Kehr
Linda Kelley
Maria R. Kenney
Stanley S. Kerrick
Di Kerrigan In Honor Of Rob and Shelley Roberts
Allen Kessler (Brookside Worship Fund)
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Lori Khatchadourian
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Kristen Kinkead
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Karen Kovalavli
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Phil Kollin
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Misty Lane Kupka
Michael Kurgansky
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Monica Lakhwani
Cynthia Latta
Sarah Lawson
Lana Lea-Stein
Carroll Lee Steele In Honor Of Pastor Rev Douglas
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Kathy Low
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Andrew Melnykovych
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Menschlichkeit Fund
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Karen Moore
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Tom Morales
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Antonia Marie Madd
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Kenetta Mundy
Emily Musterman
Tina Nance In Honor Of Jessira Harvey and Matt Akriddle
Natalie B. Nelsen
Avis A. Nelson
Megan Nelson In Honor Of Gordon Thomas
Sharon & Robert Nesmith
New Blue Creative Communications
New Union Christian Church
Alicia Negri
Jeff Noble
Brooke Nee
Kristofer Ninn
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Norton Healthcare
David Onkst In Honor Of Ryan and Jill Davis
Wayne Onkst
Jason D. Otis
Glenn M. Ow
Dna Owen
Paul Palmer
Robert and Laura Parker

Welcome Partners, continued

Welcome Partners, continued
Welcome Partners, continued

Lauren R. Parks
Dino Parris In Memory of Bill Shores
Thomas P. Parrish In Memory Of Mary Ellen Peacock
Djenita Pasic
Jennifer Pasuni
Passport Health Plan Employees
Laura Pattilo
Rosa Paulin
Allison Pauly
Srinivas Puvvaru
Reid Paxton
Bill and Dorothy Paxton
Linda Payne - In Honor Of Brian and Sunny Payne
Mildred Payne
Meghan Penning
Kris Perry
Mary D. Peters
Lauren R. Peterson
John R. Phelps - In Memory Of Mary Ellen Peacock
Joseph O. Phelps
Jenna Phillips
Phoenix Rising
Lillian B. Pickens
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Karl and Cristi Pitzer
James Pizzolato
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Lucy M. Points
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