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Cover Photo: The South Platte River on Abell Ranch | Lauryn Wachs/Palmer Land Conservancy

"Could one live in constant view of these grand mountains without being elevated by them into a lofty plane of thought and purpose?"

WILLIAM JACKSON PALMER

LETTER FROM THE PRESIDENT & CEO

Conservation **Cannot Wait**

In 1870. Civil War hero General William Jackson Palmer. namesake of Palmer Land Conservancy, on first seeing the southern Colorado region, wrote these words to his wife. His letter captures what we all know to be true about our region — the land is essential to our quality of life.

In 2021, we celebrated the City of Colorado Springs' sesquicentennial. People by the millions continue to come from all over the world to visit our region, drawn by the same beauty and inspiration that forever changed General Palmer and sparked his lifetime passion for protecting and preserving the land and natural scenery for future generations.

But as the beauty and bounty of our region are recognized through a growing population and increased awareness of the connection between public health and our great outdoors, we must act NOW to protect our majestic landscapes, outdoor opportunities, wildlife habitat, and precious water resources. Conservation cannot wait.

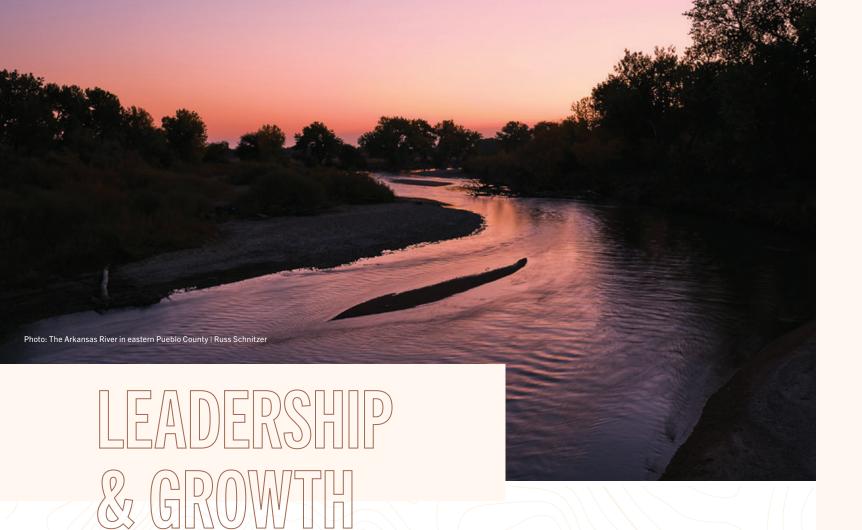
In early 2022, our new five-year strategic organizational plan will be complete. It sets forth a bold vision for the region; one that calls us to act earnestly and decisively for the benefit of current and future generations. We envision a future for our region where the health, recreation, and spiritual benefits of nature are available to everyone. Where living in southern Colorado means clean air and water, abundant wildlife, ample opportunities to play outside, and the ability to draw daily inspiration from awe-inspiring views of mountains, rivers, and plains. In the next five years, it is our turn to step forward, speak out, and step up for the land. How will history look back on our actions? In Palmer's name, let us not sit back and hope for the best. Let us have the courage to act. Thank you for your commitment to protect the land you love and for joining us to create a 21st century vision for conservation in southern Colorado. Let us not only doubledown on General Palmer's vision from 150 years ago, but also amplify it for our times.

Yours in conservation,





REBECCA JEWETT



WELCOME TO EMMA & DILLON

Increased Conservation Capacity

Palmer added two new conservation positions to our organization in 2021 which are funded through a unique capacity building grant by Great Outdoors Colorado (GOCO). These new positions will allow us to increase our pace and ability to move critical recreation and agricultural projects forward.

Emma Troller is spearheading our outdoor recreation and trail connectivity work in the Pikes Peak region, working out of our Colorado Springs office. Dillon O'Hare opened and manages our brand new Pueblo office and is primarily focused on Palmer's Bessemer Farmland Conservation Initiative which is focused on protecting farmlands in eastern Pueblo County.





BOARD OF TRUSTEES UPDATE

> WELCOME NEW BOARD MEMBERS

On December 1, 2021, we welcomed four new trustees to our board. Joining us from Colorado Springs is consultant Dawnellen Dotson, Jim Johnson of Johnson Moving and Storage and Elk Glade Outfitters, and Mike Jorgensen of Red Noland Auto Group. Andrea Aragon, executive director of the Robert Hoag Rawlings Foundation, joins us from Pueblo.

Each of our new trustees brings a wealth of expertise and community leadership to Palmer as we continue to promote the conservation and enjoyment of our region's most important natural assets. Please visit palmerland.org to learn more about these inspired community leaders.











→ FAREWELL TRUSTEES

We bid farewell in 2021 to four dedicated and valued trustees who termed off of our board. We are grateful for their commitment to protecting why we live here. Thank you Nissa Steinhour, Jody McCoy, Will Webb, and Emily Vandenberg for your passion for our great outdoors, and your commitment to land conservation in southern Colorado.



EXCELLENCE IN CONSERVATION AND SERVICE TO PALMER

Dave Conley

We offer special recognition to attorney Dave Conley for his excellence in conservation and service to Palmer Land Conservancy over the last three decades. Dave has served Palmer in numerous capacities over the years and officially joined the Palmer board in 1993. He moved on to serve on various subcommittees and then on to serve as our general counsel. Without his patience, institutional knowledge, and leadership, we would not be the organization we are today.



A BIG WIN FOR CONSERVATION IN SOUTHERN COLORADO

Enhanced State Tax Credit Incentives for Landowners

Conservation has long been a priority for Coloradans and in 2000, the state established an innovative Conservation Easement Tax Credit Program which provides specialized tax credits to landowners who donate a conservation easement on their property. The program has resulted in the voluntary conservation of over three million acres of private land across the state including working farms and ranches, wide-open spaces, and scenic views.

New legislation passed in 2021 now gives greater incentive to private landowners to voluntarily conserve and protect more land — benefiting all people and wildlife who rely on clean air and water, healthy and beautiful landscapes, and access to local food.

The bill accomplishes several policy priorities for the statewide conservation community and Palmer.

TWO KEY ELEMENTS OF THE BILL INCLUDE:

- Increases the tax credit incentive up to 90 percent of the donated value of a landowner's conservation easement.
- Expands the list of eligible landowners
 who can access the tax credit program
 to include certain types of water entities,
 such as water conservancies and
 irrigation and acequia organizations.

Landowners who are interested in discussing how this may benefit you are encouraged to contact our office to learn more.





PALMER MAKES THE BIG LEAGUES! Tackling Conservation in the NFL

Each year, NFL players reveal their passions beyond the game and wear their hearts on their cleats through My Cause My Cleats. Players have the opportunity to pick a cause that is important to them and represent their chosen organization on custom-designed cleats. On December 5, Pittsburgh Steelers pro-bowler and linebacker Joe Schobert wore his cleats to represent his chosen cause: Palmer Land Conservancy.

When the Steelers faced off against division rivals the Baltimore Ravens and won, Joe proudly showcased his Palmer cleats. In early 2022, people will have an opportunity to bid on these one-of-a-kind cleats, with the proceeds going to Palmer Land Conservancy. Joe offered to match the winning bid up to \$10,000.



EXPLORE & DISCOVER

Check out our new magazine!

In 2021, Palmer published its inaugural issue of Colorado Good Life—a biannual magazine to help connect people to nature, local food, and the outdoors in southern Colorado.

Subscribe at palmerland.org.









Photo: Ashlee Sack

A FAMILY LEGACY CONSERVED Borrego Ranch

For three generations, the Borrego family has raised cattle and hay on their 637-acre ranch in Fremont County situated along the Gold Belt Tour Scenic and Historic Byway. Once part of a larger agricultural landscape, development pressure over the years resulted in the subdivision of many of the surrounding properties threatening the agricultural heritage and scenic beauty of the region. The Borrego family partnered with Palmer to ensure that their working ranch would transition to the next generation in their family and that Fremont County maintains a piece of its ranching legacy forever.

Bordering Highway 9 and providing over one mile of scenic byway, beautiful irrigated hay fields and grazing cattle can be observed from the road. Gaining over 1,000 feet in elevation, the property boasts dramatic rock outcroppings and varied terrain with over one mile of Currant Creek running through the property, providing diverse wildlife habitat. Elk, mule deer, black bear, mountain lion, wild turkeys, and more can often be seen roaming the land.

For over a decade, Palmer has been working in Fremont County to ensure that its working lands and scenic beauty are protected. Thanks to the vision of the Borrego family, a Great Outdoors Colorado (GOCO) grant, and the support of Palmer's generous members, this historic property will remain as it is today—a working ranch that also offers respite for wildlife for generations to come.

SOUTHEAST COLORADO FOCUS LANDSCAPE INITIATIVE CONSERVATION FUND

In late 2019, Palmer was awarded \$3.3 million by the Gates Family Foundation to manage over five years to advance land and water conservation projects in southeast Colorado. Recognizing that

conservation on this scale takes a longterm commitment, the Colorado-based and Colorado-focused foundation tasked Palmer and our conservation partners with centering our efforts on working farms and ranches, water protection strategies, ecological health, as well as rural community development, in order to achieve high-impact conservation on a regional level. Palmer is the steward of these funds and serves in an advisory and implementation capacity by reviewing and awarding grants and working with communities, landowners, and our conservation partners to achieve on-the-ground results.





Photo: Lauryn Wachs/Palmer Land Conservancy

GEM ON THE SOUTH PLATTE RIVER Protecting Abell Ranch

Nestled near the quaint Park County community of Lake George lies the stunning Abell Ranch. Highly visible from Highway 24, this 500-acre wildlife paradise is a working cattle ranch that includes nearly three miles of the South Platte River, offering ample recreational and fly-fishing opportunities. With rock outcroppings and ponderosa pine woodlands as a backdrop, and the Tarryall Mountains in the distance, this property is also a relic of the region's agricultural history and features buildings dating back to the 1870s.

Shortly after purchasing the property, the landowner approached Palmer to protect it to prevent subdivision and has committed significant resources to wetland and streambed restoration efforts. Thanks to the landowners' vision and commitment to conservation as well as a transaction cost grant awarded by Keep it Colorado with funding from Great Outdoors Colorado (GOCO), Palmer moves one step closer to permanently protecting Abell Ranch—a once-in-ageneration opportunity to conserve an iconic Front Range ranch forever.



PUEBLO URBAN FARM Fuel & Iron

Palmer Land Conservancy has partnered with the Fuel & Iron Redevelopment Project to create a 1-acre urban farm in the heart of downtown Pueblo. The farm is part of a larger multi-use community development project that will include a food hall, restaurant incubator, affordable housing, and a performing arts and event space, all located in the historic Holmes Hardware Building that dates back to 1911. The farm will serve as a tangible, land-based link

between downtown Pueblo's present and future vitality and the renowned productive farmlands just a few miles east in greater Pueblo County. By connecting residents and visitors of Pueblo to the production of local food, Palmer is helping to create a bridge between the importance of local agriculture and vibrant communities, and land and water use. Planning for the farm and community space is underway and expected to break ground in 2023.

WATER FOR LIFE





Photo: Russ Schnitzer

EIA STUDY FUNDED BY:



GATES FAMILY FOUNDATION



CUTTING-EDGE STUDY Economic Effects of a Large-Scale Dry-Up of the Bessemer Ditch

For more than six years, Palmer Land Conservancy has been working with Pueblo County's farmers, elected officials, community leaders, public water utility, and various conservation stakeholders to mitigate the effects of an impending dry-up of nearly one-third of Pueblo County's irrigated farmland on the Bessemer Ditch. What started as a small, grassroots community initiative has grown into a nationally recognized historic water conservation project—a project that will not only help to safeguard Pueblo County's agricultural, economic, and ecological future but will serve as a replicable model for other water-starved regions in the West.

Palmer Land Conservancy commissioned a cutting-edge Economic Impact Analysis to quantify the economic effects of a future large-scale dry-up of Bessemer farmland. Released in 2021, the report offers numerous policy recommendations detailing methods for mitigating the

impending decline in economic output that will follow any significant dry-up of eastern Pueblo County—an area known for having some of the highest quality farmland in the West. The report makes a strong, data-driven case for maintaining the most productive farmland and offers solutions that allow for municipal expansion (and the necessary dry-up of farmland), but not at the expense of the agricultural sector and its positive economic ripple effects.

Palmer will utilize the study to work with farmers, elected officials, and other leaders to ensure local farms, locally grown food, and limited water resources are protected as the community navigates a future that includes municipal growth and strong agriculture.



Scan to read the executive summary of the Economi Impact Analysis







SAVE THE DATE Bike the Saturday, September 17, 2022 Bessemer



THANK YOU!





PUEBLO CHILE LEVEL

JALAPEÑO LEVEL







2021 SPONSORS











Bike the Bessemer

Over 50 riders joined us for our first annual Bike the Bessemer event. On this 11-mile farm tour, riders enjoyed stops at DiSanti Farms, the Bessemer Ditch, Milberger Farm's chile processing facility, and Genova Farms before returning to basecamp for a delicious farm-to-table lunch with ingredients sourced directly from farmers in Pueblo County.

The lunch program featured a keynote from Colorado State Senator Cleave

Simpson about the intersection of agriculture and land conservation, as well as a presentation on Palmer's Bessemer Farmland Conservation Project—a historic Western water initiative in Pueblo County.

Check out Palmer's Southern Colorado Local Food Guide to find a farmer near you.









Photo: Allen Tannei

CONNECTING SOUTHERN COLORADO Ring the Peak and Front Range Trail

An important pillar of Palmer's work is focused on providing opportunities to connect people to nature and our great outdoors. In 2021, Palmer Land Conservancy was brought in to provide expertise on both Ring the Peak and the Front Range Trail projects to work with private landowners to balance private property rights and trail access.

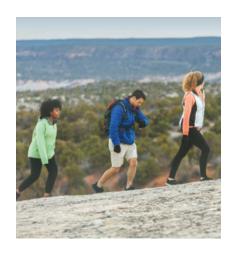
Palmer is working on Ring the Peak to close the final trail gap on the southwest section of the trail near Cripple Creek and Victor. In 2021, we partnered with the Trails and Open Space Coalition and initiated site visits to further negotiations with private landowners who are interested in being a part of a world-class trail system.

The Front Range Trail, which envisions a multi-purpose trail that extends from Wyoming to New Mexico, is also a long-held dream by many in Colorado to connect 15 cities in 14 counties.
Introduced by Colorado Parks &
Wildlife in 2003, over 270 miles of the
900 miles have been completed.

Palmer Land Conservancy's focus in

southern Colorado is on approximately
46 miles between Colorado Springs
and Pueblo, prioritizing work in the
Fountain area by partnering with
Fountain Creek Watershed Flood
Control and Greenway District and THK
Associates for this section of the trail.

With the addition of our Great Outdoors
Colorado (GOCO) funded Conservation and
Recreation Program Manager position,
we now have the capacity to effectively
engage in both of these trail planning efforts
in partnership with private landowners.



OUR GREAT OUTDOORS Elevate the Peak

"Over the years, we've had more and more people moving to this gorgeous part of the country – and who can blame them?

But with this increase comes greater responsibility on all our parts to preserve and manage our wild areas and ecosystems so that future generations will be able to enjoy it here as we do today."

KARI A. - ELEVATE THE PEAK PARTICIPANT

Led by Palmer Land Conservancy and

















guided by a coalition of ten regional nonprofits, Elevate the Peak publicly launched in the spring of 2021 in order to develop a collective vision and strategy to guide current and future land conservation and outdoor recreation efforts in the Pikes Peak region. The initiative included a dynamic, six-month community engagement effort focused in El Paso, Fremont, Park, and Teller counties where we heard from over 1,200 people across all four counties through online surveys, interviews, and roundtable discussions. We listened and learned from residents, including community members traditionally underrepresented in these discussions, and from land managers, elected officials, industry professionals, and nonprofit, community and business leaders from all corners of the region.

Our goal was to better understand how Coloradans of all ages, backgrounds, and identities use our outdoor spaces to work, play, escape, engage, and connect. We listened to our neighbors as they shared what they love about calling the Pikes Peak Region home, as well as what excites, inspires, and

concerns residents as our region enters a period of unprecedented change. Land conservation was by far the most prioritized issue when participants were asked to narrow their list of regional priorities.

A collaboration of this type has never occurred in the region before. We know that the only way we can be successful is to listen to the community and then work together to accomplish our region's biggest, most ambitious conservation and recreation goals. We believe that without a significant effort like Elevate the Peak, we will never be able to act at the comprehensive and systemic level needed to protect and leverage our great outdoors.

Elevate the Peak will release its findings and regional strategy and action plan in the summer of 2022.

palmer land conservancy (a) palmer land conservancy (b) palmer land conservancy

THE LAND UNITES US ALL

>> A Night on the Ranch

In early September, we welcomed 100 guests to our first in-person event since COVID-19. Our special evening at Fountain Creek Ranch celebrated land and nature in southern Colorado. We enjoyed a fabulous farm-to-table dinner, live music and dancing, farm tours, and an awards program where we debuted a special film and honored the City of Colorado Springs, Bruce Warren, and Stu Dodge (posthumously) for their excellence in land conservation through the founding of Palmer Land Conservancy over 44 years ago.

We created this event for one simple reason—conservation can't wait in southern Colorado. Our film featured a Then and Now retrospective where we looked back at the pressures we faced in 1977 when Palmer Land Conservancy was founded. What we know is that those same pressures exist today, but are more urgent. From a growing population to exponential increased use of our outdoor spaces to limited water resources—we must act to protect the land today.

SAVE THE DATE

2nd Annual Night on the Ranch SEPTEMBER 8, 2022 - FOUNTAIN CREEK RANCH







Thank you sponsors!

PLATINUM SPONSOR



GOLD SPONSOR



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GRIFFIS BLESSING









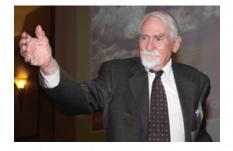
AWARD HONOREES



OLYMPIC CITY USA

City of Colorado Springs

Many people probably are unaware that the entity that would become Palmer Land Conservancy was originally housed within the City of Colorado Springs Parks and Recreation Department. Together, the City and this entity, which after a year spun off into a standalone nonprofit, the William J Palmer Parks Foundation, worked in close partnership on the expansion of Garden of the Gods Park. Significant development was proposed along the backdrop of the Garden with over a dozen private lots for sale. The City and Palmer strategically worked together to acquire a number of parcels and convey them into the Park's boundary forever protecting one of the most important views to Pikes Peak residents. Today, we work in partnership ensuring the perpetual protection of eight open space properties owned by the City including-Red Rock Canyon Open Space, Stratton Open Space, and Ute Valley Park. Over the decades, the City has continued to be an influential and important land conservation and outdoor recreation partner.



Stuart P. Dodge (POSTHUMOUSLY)

Stu Dodge holds a special place with all of us at Palmer Land Conservancy. Stu is responsible for catalyzing Palmer into a regional land conservation entity guided by impact and excellence. He served as the organization's first executive director, and initiated the Pikes Peak Conservation Corridor project along Highway 24 between Woodland Park and Divide—a conservation legacy for the Pikes Peak region that solidified Palmer's reputation. It is a wellknown story that for all of Stu's remarkable vision and energy put into conservation, Palmer paid him \$1 per year as executive director. His legacy with Palmer and other conservation organizations is so strong that we've honored other conservationists annually since 2005 with the Stuart P. Dodge Lifetime Achievement Award. While Stu passed away in 2013, just shy of his 92nd birthday, it is a privilege that we get to honor him.



Bruce Warren

As a founding trustee and the first board president of Palmer Land Conservancy, Bruce Warren has been a driving-force behind land conservation in the Pikes Peak region. As a young attorney, he helped facilitate Palmer's first land transaction in 1980—the donation of the Blair Bridge property by Mr. Al Hill, Lyda Hill's father. Today, this property known as the Blair Bridge Open Space, is valued open space adjacent to Garden of the Gods. Bruce went on to continue his involvement with Palmer Land Conservancy through years of board service and philanthropic support of the organization. In 1995, Bruce was instrumental in helping to create what is now known as Rawles Open Space—a neighborhood treasure and important wildlife habitat corridor on the Mesa in Colorado Springs.

Always an advocate of continuing to evolve conservation to meet the times, he was a strong supporter when we decided to change our name from Palmer Land Trust to Palmer Land Conservancy.

Though he and his wife Jane now live in Carbondale, Colorado, we know a piece of his heart and soul will always reside in the Pikes Peak region and especially any place that holds that view of both Garden of the Gods and Pikes Peak in that quintessential Colorado Springs landscape.

PALMER LAND CONSERVANCY

FINANCIAL REPORT

Fiscal Year 2021

July 1, 2020 - June 30, 2021

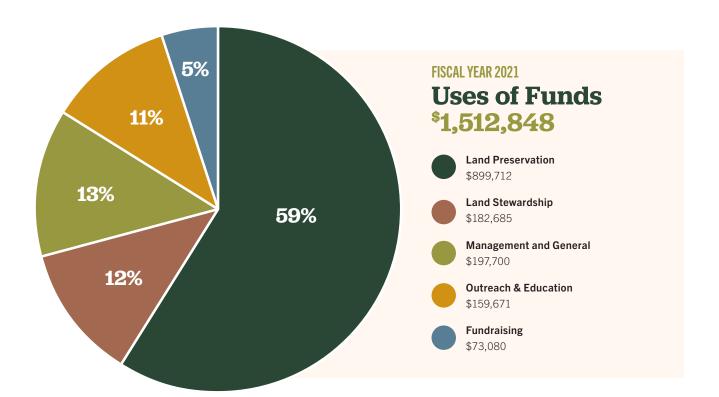
Statement of Financial Position

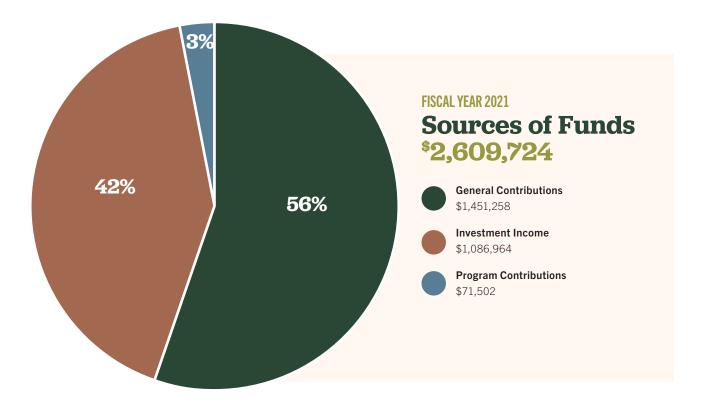
CHIDDENT ACCETS		
CURRENT ASSETS	FY2021	FY2020
Cash & Cash Equivalents	\$2,330,015	\$1,203,741
Accounts, Pledges	¢51.000	\$1.40.100
& Grants Receivable	\$51,960	\$143,120
Prepaid Expenses	\$28,473	\$25,898
TOTAL CURRENT ASSETS	\$2,410,448	\$1,372,759
Investments ²	\$5,293,422	\$4,282,581
Property (Land) & Equipment	\$389,983	\$389,983
TOTAL ASSETS	\$8,093,853	\$6,045,323
CURRENT LIABILITIES	FY2021	FY2020
Accounts Payable	\$125,706	\$91,087
Accrued Liabilities	\$70,399	\$83,945
Deferred Revenue	\$922,099	\$4,000
Paycheck Protection Program	\$116,324	\$103,842
TOTAL LIABILITIES	\$1,234,528	\$282,874
TOTAL LIABILITIES & NET ASSETS	\$8,093,853	\$6,045,323
NET ASSETS	<u>FY2020</u>	FY2019
Net assets without donor restrictions	^{\$} 232,277	\$53,042
Net assets without donor restrictions - Board designated	\$5,119,134	\$4,168,847
Net assets with donor restrictions	\$1,507,914	\$1,540,560

Statement of Activities

REVENUE	FY2021	FY2020
Investment Income net of fees	\$1,086,964	\$162,201
Donations & Grants	\$1,342,230	\$1,388,983
Program Contributions	\$71,502	\$84,080
Special Events		\$77,175
Other	\$109,028	\$10,489
TOTAL REVENUE	\$2,609,724	\$1,722,928
EXPENSES	FY2021	FY2020
Land Preservation	\$899,712	\$984,386
Land Stewardship	\$182,685	\$194,631
General & Administrative	\$197,700	\$163,810
Outreach & Education	\$159,671	\$138,232
Fund Development	\$73,080	^{\$} 64,188
TOTAL EXPENSES	\$1,512,848	\$1,545,247
	<u>FY2021</u>	<u>FY2020</u>
NET ASSETS, beginning of year	\$5,762,449	\$5,584,768
NET ASSETS, end of year	\$6,859,325	\$5,762,449
CHANGE IN NET ASSETS	\$1,096,876	^{\$} 177,681

¹ Based on audited financial statements from McMillen & Company, PLLC





² Investments include funds held in the Stewardship Fund, which is restricted to stewardship program expenses, and managed like an endowment. The fund is used to monitor and steward all of Palmer's conserved properties.



> THANKS TO **OUR DONORS**

The land doesn't protect itself. It needs a community of land lovers like you to protect it forever.

Palmer Land Conservancy would like to thank our members, funders, and partners who love the land and who gave generously to protect it from January 1, 2021 through December 31, 2021. We feel honored you choose to invest in Palmer and land conservation in southern Colorado. Whether you are a member of Palmer's Land Lovers, Millennium Society, Legacy Society, or Business membership program—thank you for helping to ensure that everything we love about Colorado can be enjoyed by everyone now, and for future generations.



\$25.000 & ABOVE

Case, Mike and Patsy Chapman Foundations Management, LLC Colorado Springs

Health Foundation Gates Family

Foundation Gates, Valerie

Geary, John and Stacy

Lyda Hill Philanthropies Merlin Foundation

\$10,000 - \$24,999

The Bloom Foundation Land Trust Alliance

The Lincoln Institute

The Morgan Family Foundation

\$5.000-\$9.999

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\$2,500 - \$4,999 Chostner, Jeff

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and Vanda Eberhart, Ed

and Karen Ferguson. Daniel and Tia

Kuckel, Ben Mollie Mitchell & John Wilson

\$1.000 - \$2.499 Anonymous

Foundation

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Bhatnagar, Sanjay

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Bradley, Gary and Anne

Breakey, Joe and Margaret Buettner,

Leigh and Al Campbell, Charlie and Deborah Adams

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Campbell, R. J.

Conley, David

Cooper, Barry

Corrigan, Joseph

Dean Foundation,

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Downs, Andrew

Faricy, Patrick

Fillmore, Lewis

and Linn

Ferguson, Jeffrey

and Jennifer Wilson

and Beth

and Cheryl

and Pat

and Peggy Berg*

Lyons Gaddis

Foundation

Martin, Jan

and Tamara

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McElhaney, Ray

Montera, Kenneth

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Morgan, Rick \$1 - \$999 and Virginia Anonymous Myers, Steve and Carol Aaby, Christopher Nackord Kristie and Matt Hane* Niznik, Matthew Abbott, Ken* and Rebecca Adams, Angie Overlin, Linda and Dave AmazonSmile Foundation Poyzer, John and Marie* Anderson, Derek Ramsav. Susie Anderson, Nancy and Toby Reed. Jim and Susie* Retherford, Susan Averch, Peggy Sanchez, Chris Avila, Nancy and Christy Barrett. Eve Schaefer, Jerry and Larry and Yvonne Bartolo, Michael Sellers, Judy and Kyle Sherwood. Barton, Preston Kimberley and Beamer, Kathryn Chuck Gale Becher, David Sinclaire, Bill Beck, Melinda and Joanne Beckenhaupt. Somers, Tim James "Groucho" Sparks, Ben Becker, Donna Speer, Greg Ward Beckman, Carol and Brenda* and Jim Davies Sullivan, Erin* Susan B. Potterat John Atkinson Charitable Fund Billek. Donna and Tormoen Hickey. Julian Bucknall Lisa and Rich Bivens, Eric* Hickey* Black, Tim and Warren, Bruce Margaret and Jane Boddington, Webb, Will Tim and Cate

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The Griffin-	and Sara	Linkhart, Brian	Myers, Daniel	Roberson, Edward	Smith, Brooke
Kaklikian Family Trust	Hunter, Peg	and Marlene	Myers, Stanley	and Kim*	and Karolyn
Grundy, Chris	and Joseph	Lucas, Rob and Julie	and Maureen	Rockwell, Elizabeth and Kent	Smith, Carla-Rae*
3.	Iszard, Douglas		Myers, Susan		Snyder, John and Celia
Gubelman, Eric	Iverson, Linda	Lyons, Paul	Neff, Jane	Ross, Betty	
Guthrie, Mike and Donna	and Lyle	Madic, Mark	and Robert	Ross, Carl	Sommers, Lynn
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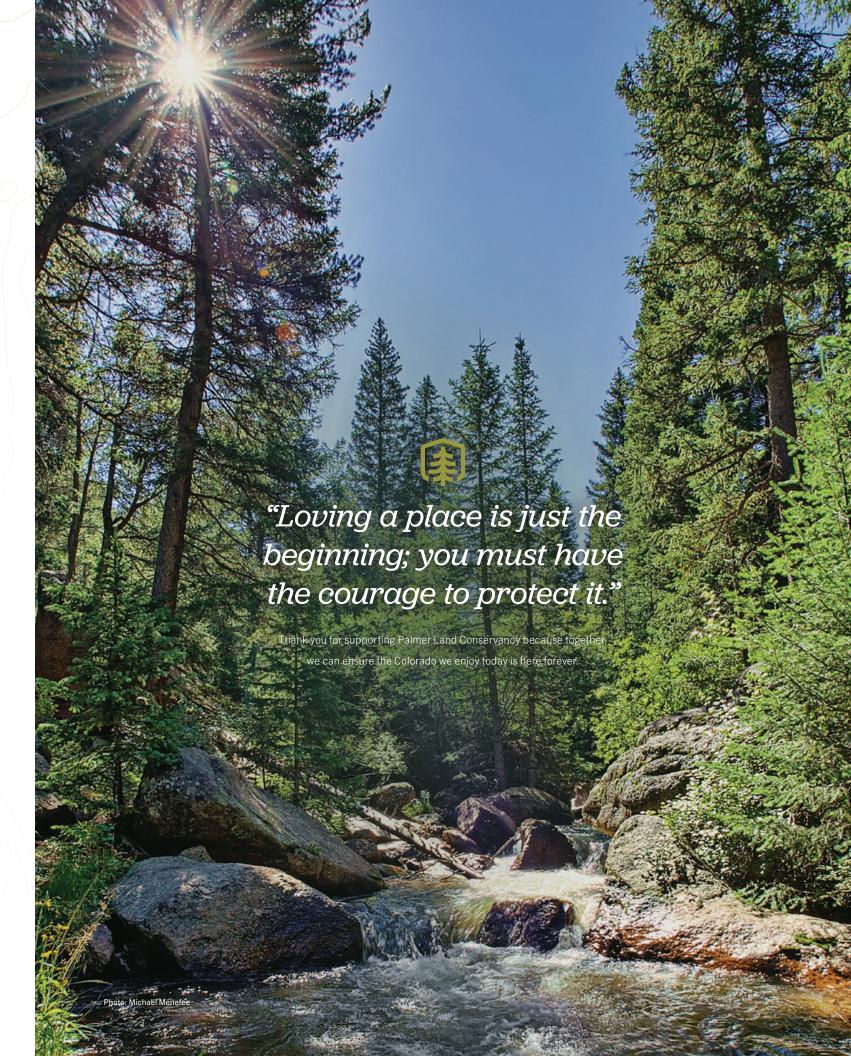
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