

● Annual Report to the Community



Mission. Vision. Values.

{What we're all about!}



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Mission

We serve and enrich all our communities by providing quality education and training for all who seek to improve their lives through learning.

Vision

At Olympic College we envision learning as a life enhancing journey of discovery where:

- Our students are life-long learners in a global society.
- Our employees are empowered to achieve the college mission.
- Our community recognizes the college as its cornerstone of learning.

Values

We honor our shared values by holding ourselves and each other accountable for:

- A dedication to public service and higher education.
- A commitment to life-long learning.
- The practice of civil and constructive discourse and respect for diversity.
- A quest for community and environmental health.
- The thoughtful use of our finite resources, including ourselves.

► Visit the web at www.olympic.edu/MVV for a detailed description of our Mission, Vision and Values.

On the front cover: Photos feature our students, employees and community members who represent Olympic College's mission, vision and values. Look for more photos and some individual thoughts about the college's mission, vision and values statements throughout this annual report. For more MVV stories, visit www.olympic.edu/MVV.



Our Mission, Vision, Values – Leading the Way

Every year at this time, as the annual report is coming together, it's a time of reflection on the previous year. This past year was a challenging one, but not without successes.

Our college moved forward on numerous initiatives, new buildings neared completion that would replace aging facilities, and four-year opportunities were in the works to serve residents in the region. All of these efforts used funding responsibly to assure continued efficiency and quality at Olympic College. At the same time, our college braced for reductions as the state faced an unprecedented revenue decline. When the economy drops, enrollment rises because citizens are seeking retraining and education they need to reenter the workforce. We experienced a six percent cut that impacted our operations at a time of increased demand from more students than ever.

Despite the challenges, what kept us on the path during the year was our commitment to our mission, vision and values (see our statements on the page at left). Using a collaborative and inclusive process that included community members and employees and took place over nearly two years, our mission, vision and values were reevaluated and completed for the college. Now, with demands greater than ever, they are helping to shape instruction and services so we can focus funding and attention on the areas that matter most to our students, the college and the community. They are leading the way – not just guiding – how we educate our citizens and serve our community in the years to come.

Because of the importance of the mission, vision, and values statements, we've devoted our 2008-2009 annual report to them. As our theme says, they represent what we are about – that we are committed to student learning, serving our residents and making Olympic College one of the best educational institutions in the nation.

Please take a moment to read about our mission, vision, values in the 2008-2009 annual report and how we are serving our communities. I hope you enjoy the report and I look forward to hearing your feedback.

Sincerely,

Dr. David Mitchell,
President, Olympic College

2008-2009 Board of Trustees: Beverly Cheney, Peter Crane, Darlene Peters, Douglas Sayan, Alice Tawressey

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Highlights &

the Buzz!

College faculty and staff were committed to advancing knowledge and creating valuable services and programs for students. Here's just a small snapshot of the year.

● Accolades

For the first time, four OC welding students took part in an international mini-baja vehicle competition with more than 95 colleges and universities. OC students made a vehicle and raced it on an obstacle course against other teams. OC's car finished in 56th place, beating Cal Polytechnic State University, University of Houston, and Georgia Institute of Technology.

OC students Emily Gordon and Xia Velasquez were selected for the 08-09 All-Washington Academic Team, an annual statewide awards program. Participants are chosen each year from two-year colleges based on academic achievement, college service, and community volunteerism.



▲ OC's vehicle on the race course at the international mini-baja competition.

● Events

Nine Olympic College Culinary Arts students prepared and served organic and native foods for the Governor's Ball in January at the state Capitol. The Washington State Chefs Association and other community and technical colleges also took part in the event.

More than 300 students and community members attended an inaugural celebration for the 44th President, Barack Obama, in January. The event was organized by students and commemorated the history-making election of the first African-American president.

The Olympic College student group, **American Sign Language Club, funded the performance of C.J. Jones, a deaf comic.** Jones brought his unique form of comedy to the Bremerton Performing Arts Center, where he performed for more than 200 people.

The Tribute to Veterans event was held at the Bremerton campus in May to recognize veterans. The event coincided with the Bremerton Armed Forces Day parade and Memorial Day. Military representatives, OC employees and community members were in attendance and thanked veterans for their service to the community.

► **For current events visit: www.olympic.edu/OCCalendar.**



▲ C.J. Jones, deaf comic, sharing his story of life without sound. Photo courtesy of *The Olympian*.

Jon Miller, OC student, hanging out with a cardboard cut-out of President Obama at a celebration of the history-making election. Photo courtesy of *The Olympian*. ►



● News and Updates

The first graduation of students in the Bachelor's of Science in Nursing program took place in June. Eleven students graduated with the degree. Olympic College was one of four state two-year colleges to offer a bachelor's degree as part of a pilot project. The new OC degree was launched in fall '07.

For the first time in nine years, the men's Rangers basketball team competed in the playoffs at the Northwest Athletic Association of Community Colleges tournament. The Rangers team placed seventh overall.

A new 62-credit medical billing and coding program was started. Students learn to code various health conditions and procedures for health care employers. It also prepares them to take a national exam.

The Shelton campus began offering welding and electronics certificates and degrees in fall 2008 in a newly remodeled space in the former Bronze Works building.

OC's instructor of the Organizational Leadership and Resource Management program, **Dr. Jeff Yergler, co-led a discussion at the International Leadership Association's Annual Global Conference** in Los Angeles, California. The discussion was called *Transforming Fallen Leaders: Possibility or Fantasy?*

Instructor Marie Weichman attended a two month artist-in-residence program at Guldagergaard International Ceramic Research Center in Denmark, a global center for ceramic arts.

For the second year in a row, Olympic College was named one of the "Top Military Friendly Schools" in the nation by KMI Media Group and *Military Advanced Education Magazine*. The college was one of 60 institutions selected from across the country and the only college chosen in the state.

During the summer, OC honored the Bremer Trust for its \$1 million gift to the college to build the Sophia Bremer Child Development and Early Learning Center. The Trust pledged another \$1 million for the following year.

► **More ways to get connected to Olympic College, follow our tweets at <http://twitter.com/olympiccollege>.**



▲ OC student getting training in the new welding program offered through OC Shelton.

Art instructor Marie ► Weichman sitting with her work, ceramic pillow forms. Marie spent the summer in residence at an international center for ceramic arts.



:: MVV SPOTLIGHT

“As a faculty member, it is an honor to work with students and colleagues in a positive, caring atmosphere that promotes learning, thinking and growing.”

– Mike Prince, OC journalism instructor



Accomplishments &

New Opportunities

● College Expands Four-Year Options

In the 2008-2009 year, Olympic College received \$189,000 from the state program to bring new bachelor's degree opportunities to the area.

The concept works like this: a university would offer a degree based on local area demands and Olympic College would pay the university for the program through state funds dedicated to university partnerships.

"The state legislature saw the need to provide more four-year opportunities. This is the beginning to offering a 'university center' for local residents," said David Mitchell, OC's president.

The money for 30 full-time equivalency students was sponsored by Senator Derek Kilmer, who saw the importance of expanding access to four-year degrees. The funding comes on the heels of a study conducted by the Higher Education Coordinating Board, which represents all public four-year colleges and universities in the state. The study, released in 2008, looked at enrollment projections of different fields and employer needs within Clallam, Jefferson, Kitsap, and Mason counties. The results found that residents have limited access to bachelor's degrees because of geography and recommended that community colleges and universities partner to provide access and keep costs down. Olympic College was mentioned as a host college that could be responsible for managing some degree programs.

"As the study pointed out, the region is in need of four-year degrees. Many residents are bound by family and responsibilities and can't travel long distances to get to a university. With new four-year options, residents have more opportunities to get advanced education and access to higher paying jobs," said Mitchell.

After receiving the funding, OC started working to partner with state universities, including Washington State University on a mechanical engineering degree program. At press time, OC and WSU were close to finalizing an agreement.

Olympic College also received funding from the state legislature to start a Bachelor's of Science in Nursing program in 2007.

Four-year opportunities create more education options and access to higher paying jobs.

● New Degree, Certificate Focuses on Environmental Training

The program will help prepare students for existing jobs as well as the emerging "green" industry.

Olympic College created a certificate program and associate in technical arts in Environmental Studies to meet current and future demands. The program was started in response to two requests. It was identified by Olympic College as a growth area and a veterans support organization asked if the college could develop the program to help returning military personnel gain job skills and reengage with society.

Through the program, students can take classes in environmental technology, environmental program management as well as chemistry and biology. Jobs include environmental engineering, stormwater management and monitoring, water restoration, and testing. Salaries can range from \$10 for entry level skills to \$25 for advanced training. Those with associate degrees can get jobs ranging between \$44,000 and \$50,000.

The one-year certificate program originally started with the assistance of the Veterans Conservation Corps, an organization that helps veterans get job training after military service. The Washington Department of Veterans Affairs co-sponsored the 10-month program, which started in fall 2008.

Research on similar programs for returning military personnel indicated the need for different education options for students. With the approval of the Environmental Studies Advisory Board, a group of dedicated community and educational leaders with expertise in many areas of Environmental Studies, the associate in technical arts degree was planned and will be ready for fall 2009. The college expects to begin offering a degree that will transfer to Western Washington University so students can complete a four-year degree in an environmental field.

"This environmental field is changing daily and the new educational options offered by Olympic College provide students with a broad overview of what is available now and what possible new 'green jobs' will emerge in the future," said Judi Brown, dean of math, engineering, science, and health.



:: MVV SPOTLIGHT

“With help from OC, I was able to re-enter the academic world as a working adult, and finally completed my Bachelor's of Art degree at age 44.

I believe the college provides a reliable path for the non-traditional student to succeed in completing a critical post-secondary credential.”

– Catherine McGavin, OC alum and professional-technical advisory committee member



Accomplishments &

Student Success



● New Group Helps OC Students in Need

Sometimes listening can lead to new opportunities. That was the case for **SING** (Students In Need Group), a new program at Olympic College.

In Spring 2008, a series of “listening tours” took place at all OC campuses with students to hear their concerns. During the sessions, issues began to emerge that showed many students faced pressing needs that hindered finishing college. Stresses such as child care, food, and basic housing were top on their lists.

From there, sprang a question. How could the college envision better access for students by reducing financial barriers? In fall 2008, a dedicated group came together to discuss the prospect. Community members, OC, Kitsap Community Resources, OC’s student government and many others formed SING. The group came up with a list of student needs, including textbook costs, financial aid and scholarships, housing, and food.

Educating students about resources was also a top priority. Planning started in 08-09 for two events that would link students to community resources. Both events would educate attendees on ways to help reduce the financial strain of attending college while paying for basic needs.

In addition, SING identified the need for a one-stop resource that could direct students to essential services in the community and within the college. One option was to have a staff person that could connect students to resources. The staff position, located at OC, could directly help locate services available to them. OC applied and received a \$30,000 one-time grant from Kitsap Community Resources to create a temporary position. Ultimately, the goal is to develop funding to support a long-term position to fill the needs of students.

“We’re proud of the work that’s been done so far. SING is a way of connecting vulnerable OC students with community resources they need to reduce the financial burden they face and to improve their lives,” said Rick MacLennan, vice president of student services.

► For more information about SING visit: www.olympic.edu/SING.

● Learning Communities Improve Student Success

Can classes connected to a theme and taught by two or more instructors improve how students learn?

YES, according to national research. Called learning communities, long term data shows that students with the most difficult time in classes can actually get better grades and stay in college. Because of the concept's success elsewhere, Olympic College started teaching the classes in fall 2007 and expanded the number offered in winter 2008.

English, math, and other classes are combined around a core theme. Instructors either team teach in the classroom and share assignments or they teach a specific class and prepare joint assignments. Topics such as "Once Upon a Number: Reading, Writing and Math in Life" and "College and Brain Food: Integrated Learning for Both Sides of Your Brain" were themes taught during the year.

One learning community track has been developed for pre-college courses (also known as developmental) and teaches basic English, math and general study skills. The second track focuses on college-level subjects such as English 101 and Communication Studies 102.

"To best meet the needs of students, we realized we had to start with learning communities that included developmental English and math, since so many of our students place into those courses," said Deb Lamb, history instructor and one of the coordinators of OC's learning communities.

About 40 to 50 students participate in a learning community compared to 18 to 20 students for one class. The advantages for students can be measured. Students taking traditional classes achieve an average of 0.8 "momentum points," a classification of student success. For students in a learning community, they score more than an average full point higher, about 2.0 momentum points.

"Having alternative ways to learn improves the overall success of a student, even when they take traditional classes. It's a winning combination for students, the college and the community," said Gina Huston, dean of social sciences and the humanities and one of the organizers of learning communities at the college.

WHAT OUR STUDENTS HAVE SAID ABOUT LEARNING COMMUNITIES:

"It was a great integration and allowed me to apply what we were learning to interesting, appealing topics."

"The class was engaged the whole time and the teachers care about you."

"I've actually gotten to know my classmates since we spend so much time together."

:: MVV SPOTLIGHT

“There is so much to learn and all the classes have a unique way of teaching. To me, OC’s vision means different classes, different learning methods but one motive: success in all fields. I love OC.”

– Himesh Bhargo, OC student



Progress, Updates & Sustaining our Future



● Sustainability Report to the Community

In 08-09, Olympic College committed to a long-term plan to adopt and support sustainability principles and practices through teaching, student involvement, and community outreach and partnerships. This is the report on progress for 08-09.

Teaching

OC was awarded a grant to fund the integration of sustainability into teaching and student learning. About 45 faculty from 21 disciplines included sustainability concepts into classes and assignments.

Efforts also included creating a new Environmental Studies program for fall 2008 and developing several environmental classes, including Environmental Issues, Innovations in Design and Mathematics and the Environment. In addition, the Culinary Arts program began offering sustainable menu items at OC's restaurant, the Fireside Bistro.

Student Engagement

OC students created and managed two clubs: the OC Environmental Outreach Club and the Veterans' Environmental Club. Both clubs engaged in hands-on learning and service projects, including beach and park clean-up events and participation in Green Legislation Day at the state capitol in Olympia.

Operations

OC conducted a comprehensive energy audit of all of the college's buildings and recommendations for increasing energy efficiency will be implemented in 09-10. The college also measured its carbon footprint and created a co-mingled recycling program. As part of managing sustainability of an OC construction site, the college recycled 187 tons of concrete, 350 tons of building material, and 60 tons of vegetation.

Community Outreach and Service

OC sponsored two forums to identify the workforce skills needed in a Green Economy and presented at local and regional conferences such as the WorkSource Green Times/Green Jobs, the GreenJobs Partnership (Kitsap County Commissioners), and Clean Tech/Manufacturing workgroup.

The Future

Work will continue through 2009-2010 to build sustainability at the college.

● 2008-2009 Facts & Figures

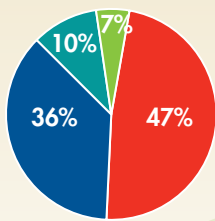
STUDENT DEMOGRAPHICS

13,995 Annual Headcount
8,100 (Fall 2008 Headcount)
5,657 Total FTE (Annualized)
5,238 Total FTE (Fall 2008)
57% Female
43% Male
24% Students of color
6% Students with disabilities
39% Full-time—12 or more credits*
61% Part-time—less than 12 credits*

*Credits reflect federal standards for full-time.

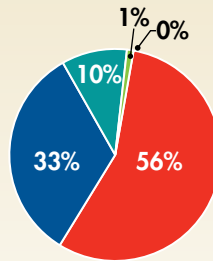
FACULTY & STAFF

2008	2009
118 Full-time Faculty	116 Full-time Faculty
401 Adjunct Faculty	382 Adjunct Faculty
81 Administrative Staff	73 Administrative Staff
163 Classified Staff	156 Classified Staff
324 Classified Staff, Part-time	332 Classified Staff, Part-time
353 Student Employees	334 Student Employees
1,440 TOTAL	1,393 TOTAL



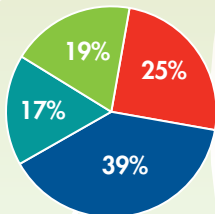
AREA OF STUDY

- Academic Transfer & Support
- Professional/Technical Programs
- Developmental Studies
- Basic Skills



FINANCIALS - REVENUE

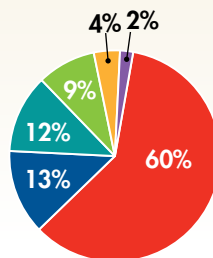
State Appropriation	\$22,124,425
Tuition & Fees	12,821,215
State Grants and Contracts	3,969,944
Contract Training	224,455
0% Federal Grants and Contracts	168,230
0% Interest Income	115,977
0% Other Sources (Includes Fines, Admin. Allow)	21,741
0% Donations	2,585
Total	\$39,448,572



AGE OF STUDENTS

- Under age 20
- 20 - 29
- 30 - 39
- 40+

Median age: 25.2 years



FINANCIALS - EXPENDITURES BY PROGRAM

Instructional Services	\$22,840,176
Student Services	5,109,687
Institutional Support	4,376,314
Plant Operations/Maintenance	3,217,879
Primary Support Services	1,546,484
Learning Resources Center	908,238
Total	\$37,998,778

2008 - 2009 Capital Expenditures is \$19,842,337.16

:: MVV SPOTLIGHT

“Education has greatly enriched my life and has opened many doors for me. I feel very passionate about it and it is the primary reason why I work in higher education.”

– Athena Higgins, OC employee



Progress, Updates &

Reaching our Goals

● 2007-2010 Strategic Initiatives

The two-year strategic planning process helps ensure Olympic College is meeting the needs of students and the community. The 2007-2010 strategic plan was created with involvement by the college. It provides a common vision and actionable plan for the future. Each year, steps are taken to meet established goals and objectives of the initiatives. Six initiatives were selected and implemented beginning fall 2007. Progress for the 2008-2009 year is below.

Strategic Initiative #1

To facilitate student progress toward goal completion, implement a seamless advising process and a comprehensive student success program.

- The new student advising center reporting structure was changed to facilitate a more seamless exchange between the advising center and faculty in fall 08. A new adviser for math, science and engineering was added.

Strategic Initiative #2

To be more deliberate and effective in our efforts to deliver education at a distance, finalize and implement a long-range distance education plan.

- A draft e-learning strategic plan was developed.
- Planning for a two-year transferable distance degree was started to help students.
- A new online distance learning tool was adopted to help faculty teach online classes and provide better services to e-students.

Strategic Initiative #3

To be more mindful of our diversity, to improve the inclusiveness and efficiency of our communication processes, and to enhance the quality of our interpersonal relationships, initiate more effective and respectful communication practices.

- More comprehensive orientations were developed for new employees.
- A variety of opportunities were provided to support employee morale and communication.

Strategic Initiative #4

To maximize community access to Olympic College, especially for underrepresented and underserved populations, develop and implement an ongoing enrollment management system that informs instructional programs, student support services, and facilities planning.

- New strategies were implemented to improve student achievement, including providing teaching assistants to pre-college math students, working with faculty to transition students from basic to pre-college courses, and starting new learning community classes.

Strategic Initiative #5

To focus attention on learning and to help students, faculty, staff, and administrators see themselves as a community of learners, foster a college-wide culture of assessment that embraces the assessment of learning outcomes and promotes the scholarship of teaching and learning.

- Faculty participated in the assessment of courses and programs or practiced assessment of student work using core learning principles.
- More than half of courses have been mapped to three of the college's core learning principles.

Strategic Initiative #6

To increase the educational options available to our communities, actively pursue opportunities to bring baccalaureate programs to our district.

- The Bachelor's of Science in Nursing completed a national accreditation process in April 2009.

● College Changes, Plans for Future

As part of the college's long-term plan, a new classroom building neared completion and a child development care center received construction funding in 2008-2009.

Since mid-2008, the college's new 80,000-square-foot Humanities and Student Services building has been under construction. In the next year, classes and faculty in the humanities and social sciences will move into the finished building as well as many student services, creating a one-stop center for questions and information.

Also, in development is the new Sophia Bremer Child Development and Early Learning Center. The center received \$2 million in matching funds from the state legislature in spring 2009 to begin construction. The Bremer Trust pledged the initial \$2 million gift to help build the center. Opening in 2011, the facility will accommodate 190 children and create one location for child care services.

● Website Keeping Up with 21st Century

In 2008-2009, Olympic College's website started the first stages of Web 2.0. The next era of web development, Web 2.0 updates online content constantly as well as seeks ongoing feedback from users. In progress during the year was the online class schedule planner, a tool designed to help students search and sort by specific class, time or campus. Scheduled for completion in fall 2009, the schedule planner will allow users to search by category and offer suggestions for improvement, which will ensure the planner is evolving to meet students needs.

A new web content management system was tested in 2008-2009. When finalized, it will simplify how online content can be updated for students. In keeping with demands of the 21st Century, the system also has the potential to create customized portals for visitors, like those found on e-commerce sites. It could tailor information, remember previous visits, and keep track of important dates. Students might even be able to read web pages on mobile devices.

"We're hoping these technology tools will set the groundwork for what's to come and what students will expect in the future," said Barbara Martin, vice president of administrative services, who oversees web development for the college.

Expanding the College

Many projects are in the works or in the planning stages to enhance the quality of education at Olympic College in the next 10 years. The college reviews its current plans for growth and development every year and will review its strategic long-term plan in 2010-2011.

OC Poulsbo and OC Shelton

- Master plan in progress

OC Bremerton

- Humanities and Student Services Building – Projected opening spring 2010
- Sophia Bremer Child Development and Early Learning Center – Projected opening 2011
- 300-space student parking – Projected completion 2011
- College Instructional Center – Request funding in 2011 from state legislature; if funded, begin construction in 2015
- Shop Building Renovation/Addition – Request funding in 2011 from state legislature; if funded, begin construction in 2015

:: MVV SPOTLIGHT

“OC provided me the basis for achieving higher education. When I attended Olympic College, I was impressed by the high level of course work and instruction that I received, as well as the dedication of the educational and administrative staff.”

– William G. Truemper, Jr., OC alum and professional-technical advisory committee member



Building, Sustaining &

Creating A Strong Foundation



● Supporting Students Today and for Generations to Come

The Olympic College Foundation is focused on supporting the current year and building for the future. As part of this philosophy, the Foundation seeks donations every year to grow endowments that will give back to the college and students over many years as well as to support current needs.

In 08-09, gifts from numerous individual, corporate and foundation donors provided funds for student scholarships, equipment, program support, staff and faculty excellence grants, and vital future projects. During the year, more than 140 students received \$239,000 in partial and full Foundation scholarships to attend Olympic College.

“It was a good year, despite the economic situation. Donors strongly supported students and Olympic College, wanting to do what they could to help during these difficult financial times. Every dollar made a difference in the availability and quality of an OC education,” said Joan Hanten, executive director of the Olympic College Foundation.

As part of the overarching mission to preserve and enhance education, the Foundation also committed \$500,000 to Olympic College through the end of 2011. As the largest unrestricted gift the organization has dedicated to the college, the sum will help sustain students and programs during a time of unprecedented demand and in the wake of state budget cuts of \$2.5 million. This gift, along with continued donations to the Foundation, will help support OC students and programs now and into the future.

The OC Foundation is focused on supporting the current year and building for the future.

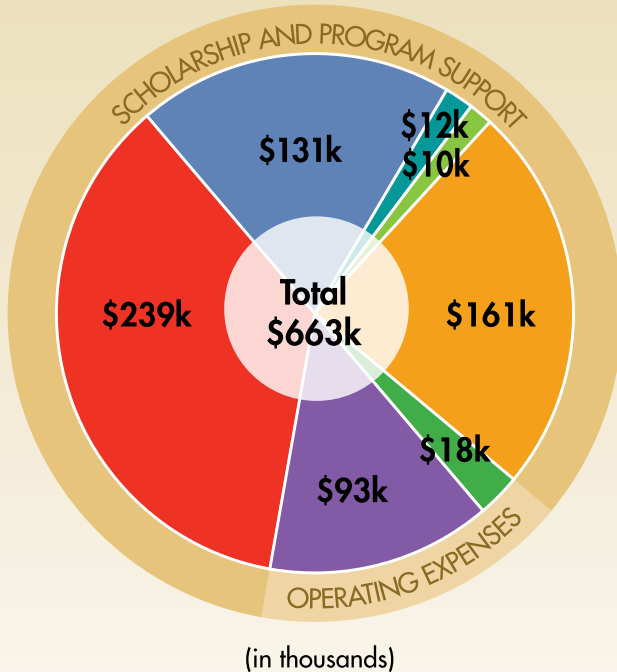
The Olympic College Foundation was established in 1993 to promote and receive donations for the benefit of Olympic College students and programs. A private, non-profit 501(c)(3) organization, the Foundation receives gifts for student scholarships, program enhancements, capital projects, as well as cultural events and activities that enrich communities within Kitsap and Mason counties.

To make a donation, contact 360.475.7120.

● Fund Balance and Revenue & Support

The fund balance of the Olympic College Foundation on June 30, 2009 was \$6,830,650. Revenue and support totaled \$561,013.

Support to Olympic College included scholarships, college programs, student emergency grants, and faculty and staff professional development awards.



Scholarship and Program Support*

- Scholarships
- College Programs
- Faculty/Staff Grants
- Student Emergency Grants
- Other Support

Operating Expenses*

- Special Events
- Operations

*Unaudited figures for illustrative purposes only. Figures are rounded.

● Foundation Board

'08-'09 Executive Committee

Tracy DiGiovanni, President
 William D. Harvey, Vice President
 Shannon Childs, Second Vice President
 David Mitchell, Secretary
 Duane Edwards, Treasurer
 Barbara Stephenson, Immediate Past President

'08-'09 Board of Directors

Doug Berger
 Jeff Brein
 Shawna Bliss
 Lynn Fleischbein
 Drew Hansen
 Marilee Hansen
 Terri Hern
 Jim Johnson
 Tim Lavin
 Mike Levi
 Jim Page
 Jim Robinson
 Ken Winslow
 Ed Wolfe

For changes and updates to the list of board members, visit: www.olympic.edu/Foundation.

:: MVV SPOTLIGHT

“OC helps me to learn and grow daily. I have had the privilege of working with exceptional staff and management, who inspire excellence in others. On the Foundation Board, I've appreciated the blend of skill sets and experience that make up our larger community.”

– Shannon Childs, senior vice president/marketing director of Kitsap Bank and '08-'09 second vice president of the Olympic College Foundation



Building, Sustaining &

Honoring our Donors

The Olympic College Foundation thanks all its contributors for the 2008-2009 year and the valued partnerships that have been developed. We look forward to working with you over the next year. Thank you for making a difference!

ENDOWMENT DONORS

Olympians (\$100,000+)

Estate of Joseph D. Boyles

Patrons (\$25,000+)

Lynne Abbay
Louis B. Graham
James and Emily Johnson
Lester Lewis, Jr.
William and Julie Marler
Robert and Kathleen Ramsay
Arlee Jo Sharkey

Endowment Contributors (up to \$25,000)

Robert and Kim Abel
David and Sharon Anderson
Leona and Harry T. Bennett, Jr.
Douglas and Janet Berry
Thomas Black
Robert Borquist
D.C. and E.R. McAuliffe
Omar Boulds, Jr.
Robert L. Boulds
Velma Bowermon and Karen Welch
Bradley and Karen Brown
Nellie and Danny Buckland
Virginia Cade
Debra and Stephen Campbell
Renee and John Cooper
George and Jean Copper
Judith and Dennis Cunneen
Donn L. Dahl
Diane Dalton
George and Sara Davis
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Joni and Charles Earl
Wesley and Laura Engbrecht
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Frontier Bank
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Sharon Hamilton
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Loyd and Jean Hornback
David and Melanie McDermott
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Vicki and Alan Keanu
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David and Lillis King
John and Kristie Lamberg
Anna Laurie and David Farr
Constance and Dan Lieseke
Ralph and Dorothea Lintz
C.W. and Catherine Marlow
Ed and PJ Matthews
Virgil and Peggy Maxwell
H. Duwain and Virginia McBride
D.H. and S.A. McIntyre
Bonita and Alex McLean
Janice and Douglas McLemore
Evelyn R. McNeil
Paul and Ellen Middents
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Mark and Susan Mildent
David and Patti Mitchell
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Michael and Faythe Oberg
Priscilla N. Orcutt
Dianne Parker
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