



**The  
Grant  
Center**  
*We open doors.*

## **1999 - 2000 Annual Report**

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• **September 2000** •



**The  
Grant  
Center**  
*We open doors.*

## About The Grant Center

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**Mission** • To be the definitive resource for information and technical assistance that increases our customers' competitiveness in securing local, state, federal and national resources.

**Purpose** • To enhance the quality of life in the region by broadening the scope of opportunity and services provided to its citizens.

**Service Area** • Shelby, Fayette, Lauderdale and Tipton Counties, TN  
Crittenden County, AR  
DeSoto and Tunica Counties, MS

### **Fiscal Year 2000 Awards** •

Received the Best Practices Award from the Memphis Area Office of the U.S. Department of Housing and Community Development  
Nominated for one of HUD's 100 national "Best of the Best" award  
Nominated for the NSFRE Crystal Award

**Successes** • Since its inception in 1992, the Center has helped Mid-South organizations secure over **\$57 million** in national grants.

**Staff** • Nancy N. McGee, Executive Director  
Karen Nolan, Associate Director  
Kyndel Turvaville, Program Associate  
Jennifer Edwards, VISTA Volunteer

**For each dollar of local support  
The Grant Center receives, it  
generates an average of \$30 for  
the community, through  
national funding for local  
charities and organizations.**

### **Board of Directors**

Page Williamson, Chair  
Leo Arnoult, Vice-Chair  
Scott Fountain, Secretary  
Aurelia Kyles, Treasurer  
Tom Jones, Immediate  
Past Chair

Kaye Brooksbank, retiring  
Prince C. Chambliss, Jr.  
Homer Cody, retiring  
Fayre Crossley  
Roscoe Dixon  
Babs Feibelman, retiring  
Minna Glenn  
Helen Gronauer  
Joe Kent  
Cleo Kirk  
Jesse B. Lee  
Terry Lee, new member  
Gayle Powelson, new  
member  
Robert Spence  
David Thompson  
Frances Turner  
Kimmie McNeil Vaultx  
Brad Wanzer  
Alonzo Weaver  
Mark Yates, new member



## A Message from the Board Chair and the Executive Director

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Dear Friends:

It has been an exciting year for The Grant Center. Our membership has grown to 470 organizations, the highest membership ever, and we have trained more people than ever before. We established an endowment fund, which is not only a key component of our long-term financial plan but also a statement of our belief that we have a long and bright future.

The Board and the staff are developing a strategic plan for The Grant Center. The strategic planning process has allowed us to take a step back and appreciate how far we have come, while defining the exciting possibilities that lie ahead.

We must say, the planning process has highlighted how difficult it is to categorize The Grant Center, even when its impact on the community is clear. We are not an educational institution, but we work with school systems to improve the education of local children. We do not directly serve the homeless, but this year The Grant Center worked with eight homeless providers to fund long-term housing for the homeless. From hospitals to museums to neighborhood groups, we work to support nonprofits as they make a difference in our community.

This spring, HUD's Memphis Office awarded The Grant Center with a "best practices award" for a workshop on federal funding opportunities. This honor is a tribute to our commitment to provide local organizations with the tools and information that are needed to attract funding for their programs, ultimately enhancing the quality of life in the Mid-South.

The Grant Center recognizes the importance of working together. We recognize that many people and organizations contribute to our accomplishments. Without the strong support of the Board, the staff, volunteers and donors we could not be successful.

We want to thank all of you for your past support and seek your continued backing in the year ahead. We urge you to share in the pride that we have as you read this annual report.

Sincerely,

S. Page Williamson  
Chairman of the Board

Nancy N. McGee  
Executive Director

# 1999 - 2000 Annual Report Executive Summary

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*Fiscal Year 2000 has been a year of tremendous growth for The Grant Center. Through the addition of new programs, the expansion of current programs, and an increasing membership, the Center is in an even better position to make a difference in the quality of life in the region.*

**Membership** • Grant Center membership has increased to **471** organizations and individuals. Last year's membership totaled **384**. This marks a **20%** increase in membership over the past year, and the greatest annual increase in the Center's history.

**New Programs** • The Center has begun three successful new programs in the past year:

**The Not-for-Profit Professional Advancement Program** – provides technical assistance to nonprofit organizations in the areas of planning, grants management, and professional development to build their capacities to compete for national funding. The Center has made significant progress in identifying and screening professional consultants in various areas of nonprofit development.

**Washington Representation** – represents the interests of the Center's members and advocates for Memphis's nonprofit sector in Washington, D.C. This program puts the Center on the cutting edge in terms of national and federal funding, as well as increases the Center's clout both in Memphis and in Washington.

**Fund Raising Coaches Program** – The Center collaborates on this new program with NSFRE coaches to provide between 20 and 40 hours of technical assistance to an organization in developing a fund raising plan and an integrated development program. Four organizations are currently participating in this process.

**Training** • **561** people attended Grant Center workshops over the past year, an increase over the **271** that participated in training in 1999. Participation more than doubled, though the Center only offered **17%** more workshops (24 as opposed to 20). The Center is also offering more nationally recognized training than ever before. This year, the Center co-hosted "Strategies for Successful Fund Raising," in February which was facilitated by faculty of Indiana University's Center on Philanthropy, as well as Grantsmanship Training in November and March.

**Publications** • The Center produced two major publications this year. *A Guide to Mid-South Funders* was published in April, and marks the first time in 18 years that the Mid-South has an up-to-date directory of entities that provide grants and in-kind donations to nonprofit organizations. *Internet Resources for the Nonprofit Grantseeker* was published in October, and includes over 200 Internet sites to help the nonprofit grantseeker research government, foundation, and corporate funding. Both publications have met with very positive responses.

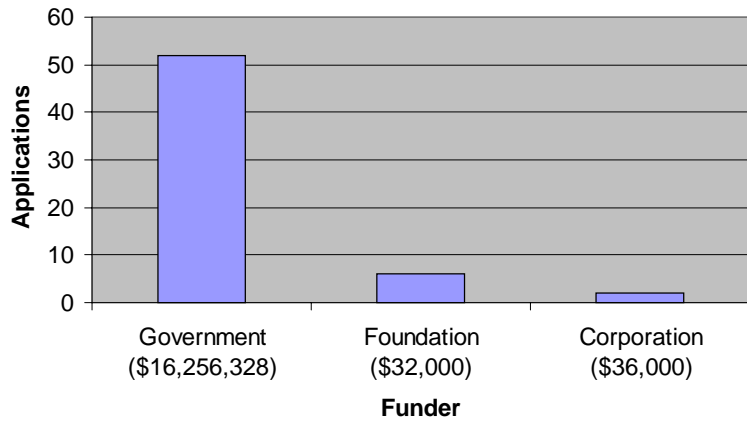
**Awards** • The Center received the Best Practices award from the Memphis Area Office of the U.S. Department of Housing and Urban Development (HUD), for the forum, "Federal Grant Opportunities for the New Millennium." Receiving this award places The Grant Center in the running to be named one of HUD's 100 "Best of the Best" organizations in the country for the year 2000.

## Grants Awarded • 20 grants have been awarded totaling \$8,404,848.

Applicant	Funder	Program	Amount
<b>Government</b>			
Alcohol & Chemical Abuse Rehab Ctr.	U.S. District Court, Western Div.	Treatment Services for Federal Offenders	25,000
Cocaine & Alcohol Awareness Program	VA	Homeless Providers Grant	125,000
Cooper-Young Development Corporation	THDA	HOUSE Demonstration Program	250,000
East AR Family Health Ctrs.	HHS	Developing Community-Based Practice/ Research	95,000
Memphis Area Legal Services	HUD	Fair Housing Counseling	23,518
Memphis Family Shelter	THDA	HOUSE Demonstration Program	250,000
Memphis Housing Authority	HUD	Public Housing Drug Elimination Prog.	1,373,000
Memphis Housing Authority	HUD	Gun Buy Back Program	21,500
MIFA, Memphis Family Shelter, Whitehaven SW Mental Health Center, Associated Catholic Charities, HOPE Health Center, Aloysius Home	HUD	Supportive Housing Program	3,804,564
Porter-Leath Children's Center, Agape Child and Family Services, Holston United Methodist Home for Children, Assoc. Catholic Charities, CASA, Families for Our Children, TN Dept. of Children's Services, Juvenile Court, Jewish Family Services Adoption Connection, Senior Services	HHS	Adoption Demonstration Project	250,000
Porter-Leath Children's Center, Agape Child and Family Services, and others	TN Dept. of Children's Services	Special Needs Adoption Program	130,000
Shelby County Head Start	HHS	Head Start Partnership	100,000
Shelby County Public Defender's Office	TN OCJP	Mental Health Tracking System	22,500
Shelby County Sheriff's Office	TN OCJP	Mentally Ill and Criminal Justice	41,621
TN Technology Center, Bridges, PIC, YWCA, City of Memphis	HUD	Youthbuild	339,945
United Housing	THDA	HOUSE Demonstration Program	250,000
<b>Foundation</b>			
Pyramid Recovery Center	K-Mart Family Fdn.	Programming	3,200
Rust College	Phil Hardin Fdn.	Endowed Chair in Elem. Education	100,000
Rust College	Arthur Vining Davis Fdn.	Construction of Science and Math Building	200,000
<b>Corporate</b>			
United Housing, Neighborhood Housing Opportunities, Memphis Heritage, Cooper-Young Development Corporation	Home Loan Bank of Cincinnati	Nonprofit Home Ownership Program	1,000,000

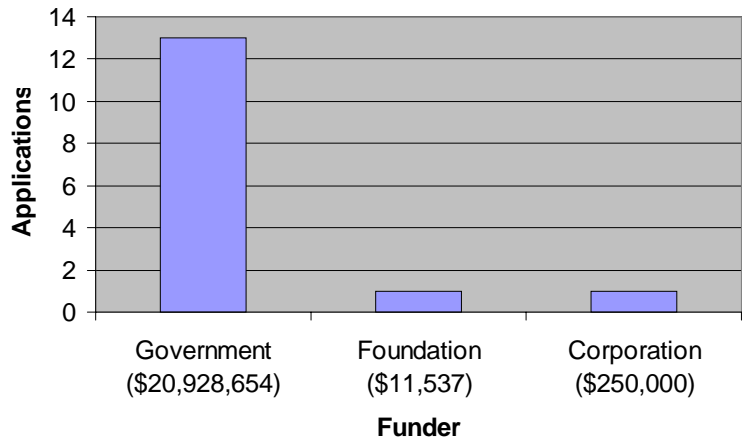
## Grants Pending and Being Developed\*

The Grant Center facilitated **8** collaborative proposals involving **35** agencies. The Center provided information and/or technical assistance in the development of **52** proposals involving the applying agency only. **60** grants are currently pending totaling **\$16,324,328**.



## Grants Not Funded

**15** grants totaling **\$21,190,191** that the Center provided assistance in developing were not funded.



**Grants Reported** • During fiscal year 2000, The Grant Center reported on **956** grant opportunities in the monthly newsletter *Grants Alert*, totaling **\$173,162,741**.

**Grant Information Requested** • Grant Center members requested information and applications for **1763** grants that had been reported in the *Grants Alert*.

**Consultations** • The Center has consulted with **174** organizations regarding organizational development, fund raising, grant programs, applying for grants, managing grants, and/or hiring grant writers. **76** were human service agencies, **28** City, County, and State agencies, **20** education institutions, **19** arts and cultural organizations, **13** Health organizations, **10** CDCs, **7** churches, and **1** for-profit.

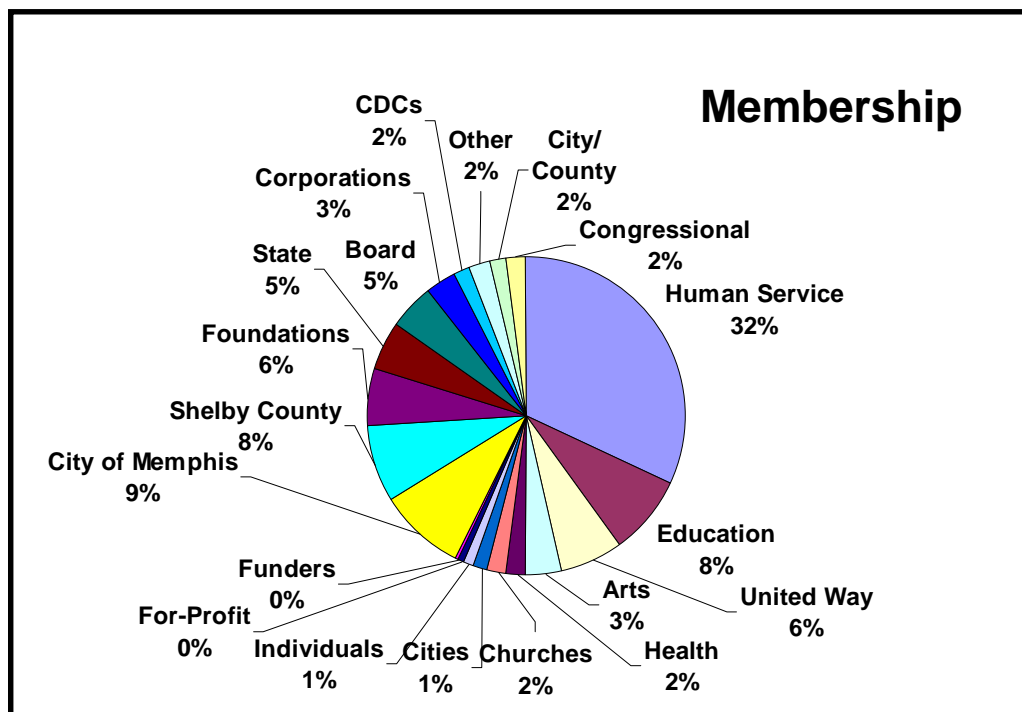
\* Because some applications are in review over more than one fiscal year, grants may be developed in one fiscal year, and the funding decision made in another.

**Membership** • Out of a database containing 1,214 agencies, 471 are members of The Grant Center. Of the total membership, 42 organizations receive the *Grants Alert* on-line.

**Membership Benefits** • Membership to The Grant Center provides the following benefits for nonprofit organizations: monthly *Grants Alert* newsletter, *Quick Alert*, five printed applications each month (and unlimited funder email addresses), discounts on training and publications, use of the Center’s research library, technical assistance on grant proposals, grant writer referrals, and facilitation of collaborative proposals. Individual and for-profit members receive the monthly *Grants Alert* newsletter, *Quick Alert*, and contact information for applications.

Current Members by Duration of Membership	
Less than 1 year:	22 organizations
1 year:	145 organizations
2 years:	128 organizations
3 years:	34 organizations
4 years:	32 organizations
5 years:	19 organizations
6 years:	21 organizations
7 years:	32 organizations
8 years:	38 organizations

**Membership Fees** • Membership fees for nonprofit organizations are determined on a sliding scale based on operating budget:  
 \$50/year for nonprofits located in Shelby County with an annual budget less than \$100,000  
 \$100/year for nonprofits located in Shelby County with an annual budget between \$100,000 and \$1 million  
 \$125/year for nonprofits located in Shelby County with an annual budget over \$1 million  
 \$125/year for nonprofits located in Fayette, Tipton, and Lauderdale Counties, TN; DeSoto and Tunica Counties, MS; and Crittenden County, AR  
 \$125/year for individuals  
 \$250/year for for-profit organizations



**Training** • The Grant Center trained **589** individuals from **222** organizations and **43** individuals not associated with a nonprofit organization. Of the attendees, **2%** were from foundations, **3%** from churches, **6%** from health organizations, **11%** individuals, **8%** from local government, **9%** from United Way agencies, **11%** from educational institutions, and **45%** from other nonprofits (human services, arts and culture, etc). 26 Workshops were held in Fiscal Year 2000:

Date	Workshop	Facilitator	Attendees
7/24/99	Regional Continuing Education for Baptist College of Health Sciences Congregational Nursing Symposium**	Karen Nolan	25
8/27/99	Program Planning and Grants Management	Martha Lott	10
9/24/99	Grant Writing 101	Jim Kovarik	34
10/15/99	Intermediate Grant Writing	Kim Moss	14
10/21/99	Fund Raising 101 Day*	NSFRE	20
10/22/99	Intermediate Internet Research for the Grant Writer	Fayre Crossley	18
10/22/99	Beginning Internet Research for the Grant Writer	Grant Center Staff	10
10/26/99	Grants Management	Martha Lott	5
10/28/99	Grants Management	Martha Lott	5
10/29/99	A Look at Local Funding	Private Grantmakers Panel	45
11/19/99	Program Planning	Kim Moss	8
12/3/99	Grants Management	Martha Lott	7
1/21/00	Federal Grant Opportunities for the New Millennium	Federal Funders Panel	124
2/11/00	Grant Writing 101	Jim Kovarik	27
2/17-18/00	Designing a Dynamite Fund Raising Plan in Ten Easy Steps*	Karla Williams	41
3/3/00	Grants Management	Martha Lott	10
3/24/00	Developing a Convincing Needs Assessment/ Problem Statement	Kim Moss	14
3/29/00	Researching Grant Funders for CDCs**	Kyndel Turvaville	15
4/14/00	The Role of the Board in Fund Raising	Robert C. Nolan	7
4/28/00	Prospect Research for Major Gift Fund Raising	Gwen Driscoll	15
5/11/00	Writing Objectives and Planning for Outcome Evaluations	Kim Moss	19
5/19/00	Grant Writing 101	Jim Kovarik	33
5/27/00	Presentation to the Blues Foundation**	Jim Kovarik	12
5/26/00	Grants Management	Martha Lott	13
5/31/00	Finding, Underwriting, and Forging Partnerships**	Karen Nolan	50
6/23/00	Introduction to Grants and Grant Writing**	Jennifer Edwards	8

\* Sponsored by the Memphis Fund Raising Collaborative. \*\*Workshops requested by and presented to a specific audience.

**Grantsmanship Training** • The Grant Center co-hosted the week-long Grantsmanship Center Training twice this year: in November with the Memphis Technical Assistance and Resource Center, and in March with Christian Brothers University.

**Federal Grant Opportunities for the New Millennium** • (January 21, 2000) This day-long forum featured panel presentations and a Federal marketplace with representatives from the Departments of Labor, Education, Housing and Urban Development, Justice, Health and Human Services, and the National Endowment for the Arts. Congressman Harold Ford, Jr. delivered the keynote address.

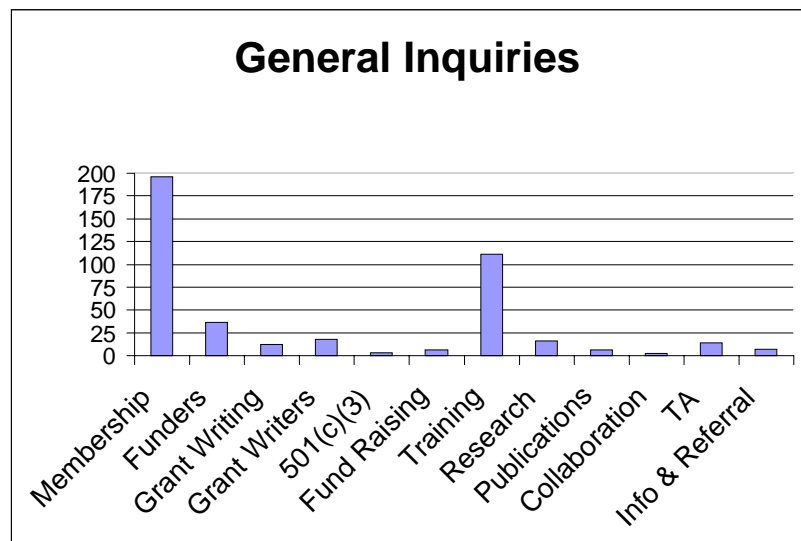
## **Grant Writing Assistance Program** • The Grant Center maintains a list of free-

lance grant writers and subsidizes their hiring. Through support from the City of Memphis Division of Housing and Community Development, the Center provides a portion of the cost of hiring a grant writer for competitive organizations with national projects that benefit at least 50% low- to moderate-income individuals. Limited funding through a grant from a local foundation is available to help organizations hire grant writers to develop local grant proposals. The Center also contracts with organizations for grant writer services.

	<b>GAP: National Grants</b>	<b>GAP: Local Grants</b>	<b>Contractual</b>
<b>Applications Prepared</b>	14	2	2
<b>Total GAP Cost</b>	\$14,634.90	\$1087.50	\$0
<b>Grant Writers Contracted With</b>	7	2	2
<b>Total Amount Applied For</b>	\$6,371,771	\$30,000	\$6,335,426
<b>Grants Funded</b>	3	1	—
<b>Grants Pending/ Being Developed</b>	10	—	2
<b>Grants Not Funded</b>	1	1	—

## **General Inquiries** • The

Center received **397** general inquiries during fiscal year 2000. **295** came from organizations while the remaining **102** came from individuals.



## **Collaboration Project, Phase II** • Last spring, the Mid-South Nonprofit Resource

Collaborative (The Grant Center, Community Foundation, United Way, and City, County, and State governments) issued a Request for Proposals seeking two local collaboratives to participate in Phase II of The Collaboration Project. The goal of this project is to increase the number of successful collaborative ventures in Memphis. The four key ingredients to a successful collaborative determined during Phase I are: 1) a strong commitment to collaborate by those involved, 2) trusting relationships among collaborative partners, 3) a clear mission that is embraced by all partners, and 4) a supportive infrastructure which will assist the collaborative in maintaining high levels of commitment, trust, and mission clarity.

In September, the Mid-South American Humanics Collaborative and the Peabody-Vance Collaborative were selected for Phase II, and matched with coaches Bridget Ciaramitaro and Carmen Smith, respectively. Up to 65 hours of coaching and technical assistance have been provided between October 1999 and the end of this fiscal year. The Center is working with Rebecca Wasson to evaluate this project.

**Research** • The Center provided **136** hours of specialized research for **17** organizations. The Center has a pool of two consultants and three staff members who perform research and prepare reports for these organizations. The Center charges \$40 per hour for this service.

**Fund Raising** • In addition to sponsoring 3 fund raising workshops this year, The Grant Center is working with other community organizations to increase the level of fund raising expertise in the Mid-South.

Number	Type Organization	Hours
5	Arts & Culture	43
3	Social Services	22
3	Education	15
2	Health	20
1	For-Profit	10
1	Foundation	8
1	City of Memphis	8
1	Shelby County	8

**Fund Raising Training Collaborative** • This collaborative consists of The Grant Center, Community Foundation, United Way, and the National Society of Fund Raising Executives, Memphis Chapter (NSFRE). The collaborative hosted “Fund Raising 101 Day” in October 1999. In February of 2000, it sponsored the workshop “Designing a Dynamite Fund Raising Plan in Ten Easy Steps,” facilitated by Karla Williams of The Fund Raising School of Indiana University’s Center on Philanthropy. Sixty individuals participated in these two trainings.

**Fund Raising Coaches Program** • The Center and NSFRE continue to collaborate on this new program. NSFRE coaches provide up to 20 hours of technical assistance to an organization in developing a fund raising plan and an integrated development program.

Three organizations are currently participating in this program. The Lamplighter School has been working with Fannie Bell Burnett to structure its capital campaign, educate the board on its role in fundraising, and provide guidance in developing campaign materials. Creative Life has been working with Marler Stone to develop materials for its capital campaign, train its new development director and board, and set up a fund raising database. A new coaching team has just been established to work with United Methodist Neighborhood Centers. A fourth organization, Dance Works, is in the process of entering the program.

**Grant Center Publications** • This year, The Grant Center published two books for nonprofit grantseekers. In addition to these two books, the Center sells eighteen other publications on grant writing, fundraising, nonprofit management, and collaboration building.

**Internet Resources for the Nonprofit Grantseeker** • Published in October 1999, this directory includes over 200 Internet sites to help the nonprofit grantseeker research government, foundation, and corporate funding; statistics and information; on-line journals on grant writing, fund raising and nonprofit management; online forums and mailing lists; and general nonprofit management sites. The directory also features sites of Mid-South organizations that offer statistics, information, and other resources for local nonprofits. This publication sells for \$18.50 for members and \$25 for non-members, and is available in disk and paper formats. The Center has sold over **50** copies of this directory, equaling **\$925** in total sales.

**A Guide to Mid-South Funders** • Published in April 2000, this directory marks the first time in 18 years that the Mid-South has an up-to-date directory of entities that provide grants and in-kind donations to nonprofit organizations. The *Guide* contains information on over 225 funders, including contact information, fields of interest, geographic focus, financial data, and application information. The Directory includes entries on Agencies, Clubs, and Associations; Corporate Giving Programs; Foundations and Trusts; Government Funding; and Public Charities. The response to this book has been overwhelmingly positive. This publication sells for \$60 for members and \$75 for non-members. To date, the Center has sold **145** copies, equaling **\$9425** in total sales.

## **Not-For-Profit Professional Advancement Program** • This

new program, funded by the Day Foundation over the next five years, provides technical assistance to nonprofit organizations in the areas of planning, grants management, and professional development. The goal is to increase an organization's capacity to compete for and receive national funding. As competition for grants increases, a well-defined vision and the capacity to implement and administer a program properly are imperative to an organization's success.

Organizations requesting assistance are required to be Grant Center members, submit a written request, and meet with the Center to discuss their needs. A three-person committee reviews organizations' requests for assistance. Once an organization is selected for assistance, it is paired with a professional consultant, and expected to match a portion of the consultant's fee. The program currently has a pool of 6 consultants with expertise in one of the three areas.

**25** organizations have requested information about the program of which **12** have requested assistance. The Center is subsidizing the hiring of consultants for **7** organizations.

	Planning	Grants Management	Professional Development
Requests for Assistance	9	1	2
Organizations Selected	6	1	---
Consultants	4	2	---

## **Washington Representative** • Through a grant from the Day Foundation, the Center

hired a Washington Representative to represent the interests of the Center's members and advocate for Memphis's nonprofit sector in Washington. The firm maintains regular and direct contact with government agencies, Congressional and Senate offices, and leaders of national organizations. It also monitors developments in Washington, including grant programs, legislation and policies that could impact the Center and its members.

On October 26, 1999, Mr. Simon met with 50 member organizations that are competitive to apply for federal funds to discuss funding opportunities. He also helped arrange "Federal Grant Opportunities for the New Millennium," a forum held on January 21<sup>st</sup> in Memphis, coordinating federal representatives' arrangements and helping secure Congressman Ford as keynote speaker. 124 people attended this forum. Simon has arranged two trips to Washington, D.C. for Center staff to meet with federal representatives and key staff of Tennessee's Congressional delegation.

Simon and Co. provided technical assistance on **27** federal proposals being researched and submitted by Grant Center members. This included talking to federal agency staff, researching funding opportunities, and reviewing proposals generated by Center members. Simon and Co. alerted the Center to over **73** funding opportunities from **42** federal agencies and national organizations.

## **Grant Makers Roundtable** • Over the past year, the Center has helped convene

quarterly meetings of the Grant Makers Roundtable. At the September meeting, a steering committee was formed and charged with developing a programmatic and administrative structure for the group. In January, Virginia Mayer, Washington Representative for the City of Boston, spoke to the committee about coalition building. The Steering Committee has undertaken the process of reviewing the Roundtable's mission, goals, and needs, and developing a plan for moving forward.

# Financial Information

Fiscal Year Ended 6-30-00  
Cash Basis (Unaudited)

## Programmatic Support •

### Revenues and Support

Government Funding	117,781
Foundation and Corporation	254,301
United Way	10,000
Fees & Services Income	84,417
Interest	28,251
Total Revenues	494,750

### Expenses

Personnel	178,774
Materials/Tech./Programs	103,536
Equipment	13,409
General Operating	51,780
Total Expenses	347,499

**Change in Net Assets** 147,251

## Endowment •

### Revenues

Endowment Fund Interest	9,888
Unrealized gains/losses	8,648
Total Revenues	18,536

### Expenses

	0
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**Change in Net Assets** 18,536

## Grant Center Funders

Fiscal Year Ended 6-30-00

### Partners (\$50,001 - \$100,000)

Assisi Foundation  
The Day Foundation

### Sustainers (\$25,001 - \$50,000)

City of Memphis Housing and  
Community Development  
City of Memphis Government  
LHS, Inc.  
Plough Foundation  
Shelby County Government

### Patrons (\$5,001 - \$10,000)

Community Foundation  
United Way of the Mid-South  
J. R. Hyde, Sr. Foundation  
Professional Data Services\*  
Northwest Airlines\*

### Supporters (\$1,001 - \$5,000)

Belz Foundation  
Debra Burns\*  
International Paper  
Menke Foundation

### Sponsors (\$501 - \$1,000)

Aluma-Form/ Dixie  
City of Germantown  
Commercial Appeal  
NIKE  
The Goldsmith Foundation  
James H. Prentiss Foundation  
Sir Speedy Printing (Printing  
Discount)\*

### Friends (\$200 - \$500)

Leo and Catherine Arnoult  
Coors  
Lichterman Loewenberg Found.  
RFS Partnership  
TVA  
Gail and Page Williamson  
Wilson Foundation

### Special Gifts

Minna Glenn Gwen Driscoll  
Aurelia Kyles Robert Nolan  
Martha Lott Fayre Crossley  
Brad Wanzer David Thompson  
Tri-State Bank of Memphis

\* In-Kind Donations

## Endowment Fund Donors

### Leaders (\$100,001 - \$250,000)

The Plough Foundation

### Partners (\$50,001 - \$100,000)

Assisi Foundation

### Sustainers (\$25,001 - \$50,000)

J.R. Hyde Sr. Foundation

### Benefactors (\$10,001 - \$25,000)

AutoZone  
Thomas W. Briggs Foundation  
Mr. and Mrs. Harry J. Phillips

### Supporters (\$1,001 - \$5,000)

Leo and Catherine Arnoult  
Scott Fountain  
Lucia Gilliland  
Edward Goldstein  
Ann Knox  
Sisty Phillips  
Harry Shaw  
Dorothy Shepherd Trust  
Karen Von Der Bruegge  
Page Williamson

### Sponsors (\$501 - \$1,000)

Kaye Brooksbank  
Fayre Crossley  
Roscoe Dixon  
Janis Foster  
Joe Kent  
Aurelia Kyles  
Nancy McGee  
Karen Nolan  
Peggy Seesel  
Robert Spence  
Kimmie McNeil Vaulx  
Brad Wanzer

### Friends (\$100 - \$500)

Carol Berry  
Prince C. Chambliss, Jr.  
Homer Cody  
Dean Deyo  
Jed Dreifus  
Babs Feibelman  
Minna Glenn  
Tom Jones  
Cleo Kirk  
Jesse B. Lee  
Frances Turner  
Kyndel Turvaville