Early Childhood Education
Studies show that education and support services for parents of children ages 0-5 years old significantly contribute to positive and healthy child rearing practices, prevention of abuse and neglect, and success in school. Our early childhood development programs strengthen parental knowledge to help parents be their child’s first teacher, as well as provide family support services such as developmental screenings, support groups, family planning, crisis intervention, and more.

Family Advocacy Centers
Staff partner with the Department of Children and Family Services (DCFS) to provide parenting classes and one-on-one support from a staff member for parents who have been reported to DCFS for potential abuse/neglect.

Fatherhood
The Power of Fathers program is for fathers, uncles, and grandfathers seeking to learn positive parenting skills and build better relationships with their children and their children’s mother in a safe, welcoming setting. The 12-week program covers topics such as father’s rights, job referrals, child support information, male-female relationships, grandfathering, parental self-esteem, domestic violence, child development, and more.

Home Visiting Services
Home visitors meet with families in the environment where they spend most of their time, create a customized Individual Family Support Plan and to ensure that children are meeting critical developmental milestones. Parent reflections and family support worker reports/observations help gauge parents’ knowledge of child development and attitudes regarding their interactions.

Immigration and Citizenship Services
Immigrant families and individuals can receive bilingual services to provide pathways to their new country and to keep families together. Services include assistance with citizenship processing, DACA renewal, interpretation services, ESL and GED classes, citizenship classes, and referrals to healthcare, education and employment.

School and Center-Based Youth Programs
Instead of being home unsupervised after school, children at all grade levels are brought into an educational and safe environment with activities such as homework help, games centered around STEM lessons, literacy through creative writing, visual and preforming arts, character development and socioemotional learning, life skills training, and more.

Trauma Support for Young Children and Families
Early childhood trauma has been associated with reduced size of the brain cortex, which is responsible for complex functions including memory, attention, thinking and language. To help break the cycle of violence at the most critical stage in a child’s development, Family Focus involves the entire family in the healing process. These interventions provide integrated therapy, case management, and family support services tailored to the needs of each individual family.
To our participants, donors, volunteers and friends:

Fiscal year 2019 (FY19) was very exciting and we are honored to share our updates with you. Thank you for your continuous support and for making this possible.

Family Focus began the year with the two wonderful new grants. The Illinois State Board of Education awarded our early childhood program $4.4 million for the Prevention Initiative program which enabled us to serve 1,459 children with early childhood services. We also received a new $895,000 award for a Sustainable Community Schools Project to test the impact of saturating the community surrounding two schools with family services. With expanded programming, enhanced cost-saving oversight, and sound practices, Family Focus is proud to report that we had a balanced budget in FY19, an outstanding achievement in the current funding environment.

Our staff played a leadership role in a nationally recognized community project. Vice President of Centers, Mariana Osoria, served as Co-Chair of the Cicero Community Collaborative, which won the 2019 Culture of Health Prize by the Robert Wood Johnson Foundation. This is the first time a city in Illinois won this prize. The Collaborative was started as a response to gang violence and has grown into a platform defining community needs and taking action to give every community member a chance at a healthier life.

Family Focus celebrated the move of our Nuestra Familia center to a brand-new space at 4847 W. Armitage in Chicago. The newly renovated building has three child-care rooms, a full kitchen, multi-media technology for parent and community educational programming and gatherings, as well as expanded staff offices for participant services. The new center has also been named an Illinois Welcoming Center, joining five other Family Focus centers to provide comprehensive services to immigrants and refugees in Illinois.

In May, our annual gala was emceed by media personality Rob Johnson and honored U.S. Senator Dick Durbin, Dennis Abboud of ReaderLink Distribution Services, and a surprise award for our newly retired CEO, Merri Ex. The evening had a prominent roster of nationally recognized speakers including Illinois Governor J.B. Pritzker; Valerie Jarrett, former Senior Advisor to President Barack Obama; and Olympic athlete Dr. Seun Adigun, D.C.

FY19 featured many other highlights, including Governor JB Pritzker signing an executive order supporting immigrant services at our Aurora center; the pilot of a trauma-informed therapy program in Englewood to support children under the age of five and their families facing violence; the senior staff’s participation in the Bridgespan Group’s Leading for Impact project to create strategic models, evaluate programs and build leadership team skills, and more.

We also welcomed six new board members bringing expertise from corporate, non-profit, financial and educational organizations throughout the greater Chicago region. We are grateful for their passion and dedication to strengthening families.

It is due to the generous involvement of donors, volunteers and staff that we can attain remarkable achievements, transforming lives, and paving the way for children to enter school – and life – prepared for greatness.

Warm regards,

Vaughn Gordy
Chair, Board of Directors

Caterina Varvaro
Interim President and CEO
### Family Focus, Inc. Statement of Financial Position: June 30, 2019 and 2018

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
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</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
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<tr>
<td><strong>Current Assets</strong></td>
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<tr>
<td>Cash and cash equivalents</td>
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<tr>
<td>Grants and contracts receivable</td>
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<td>Property held for sale, net</td>
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<td>Other receivables</td>
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<td>Prepaid expenses and other assets</td>
<td>25,498</td>
<td>19,702</td>
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<td><strong>Total current assets</strong></td>
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<td><strong>Property and Equipment, Net</strong></td>
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<tr>
<td>Land</td>
<td>53,687</td>
<td>53,687</td>
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<tr>
<td>Building and improvements</td>
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<td>Leasehold improvements</td>
<td>178,710</td>
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<td>Furniture and equipment</td>
<td>1,368,224</td>
<td>1,249,714</td>
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<td><strong>Less accumulated depr. and amortization</strong></td>
<td>4,022,830</td>
<td>1,456,140</td>
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<td><strong>Total property and equipment, net</strong></td>
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<td><strong>Security Deposits</strong></td>
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<td><strong>Liabilities and New Assets</strong></td>
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<tr>
<td><strong>Current Liabilities</strong></td>
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<tr>
<td>Current portion of long-term debt</td>
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<td>Current portion of capital lease payable</td>
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<td>Accounts payable and accrued expenses</td>
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<td>Accrued compensated absences</td>
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<td>Deferred revenue</td>
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<td><strong>Total current liabilities</strong></td>
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<td><strong>Noncurrent Liabilities</strong></td>
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<td>Long-term debt, net of current maturities</td>
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<td>Capital lease payable</td>
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<td>Other long-term liabilities</td>
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<td><strong>Total noncurrent liabilities</strong></td>
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<td><strong>Total liabilities</strong></td>
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<td><strong>Net Assets</strong></td>
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<tr>
<td>Without donor restrictions</td>
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<td>Undesignated</td>
<td>504,992</td>
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<td>Designated for Endowment</td>
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<td>1,001,559</td>
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<td>Reserved for property and equipment</td>
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<td><strong>Total without donor restrictions</strong></td>
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<td>With donor restrictions</td>
<td>12,114</td>
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<td><strong>Total net assets</strong></td>
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<td>$4,683,997</td>
<td>$4,210,098</td>
</tr>
</tbody>
</table>

**FY 2019 Family Focus Highlights:**

19,644 total individuals reached
10,059 direct program participants enrolled
2,977 students enrolled at 21 after school program sites
10,632 individual home visits completed
2,342 participants served through the Family Advocacy Centers
2,749 participants served through the Early Childhood Programs
<table>
<thead>
<tr>
<th>Amount</th>
<th>Donors</th>
</tr>
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| **$100,000+**   | Healthcare Foundation of Highland Park  
|                 | Robert R. McCormick Foundation                                       |
| **$75,000-$99,999** | Anonymous  
|                 | The Crown Family  
|                 | Irving Harris Foundation  
|                 | Paul M. Angell Family Foundation                                      |
| **$50,000-$74,999** | Anonymous  
|                 | Beverly and Warren Hayford  
|                 | Healthy Communities Foundation  
|                 | ReaderLink Distribution Services, LLC                                 |
| **$25,000-$49,999** | Anonymous (2)  
|                 | The Chicago Community Foundation                                      |
|                 | George R. Kendall Foundation                                          |
|                 | PNC Foundation                                                        |
|                 | Bernice Weissbourd                                                    |
| **$15,000-$24,999** | Anonymous  
|                 | Alfred Bersted Foundation                                             |
|                 | Community Memorial Foundation                                         |
|                 | Fifth Third Bank                                                      |
|                 | Joe Gillespie                                                        |
|                 | Grant Healthcare Foundation                                           |
|                 | Gustafson Family Foundation                                           |
|                 | HarperCollins Publishers                                               |
|                 | Mr. Sharad K. Kapur                                                   |
|                 | Ms. Patricia Mulcahy and Mr. Vaughn Gordy                             |
|                 | Wells Fargo                                                           |
| **$10,000-$14,999** | Anonymous (3)  
|                 | Exelon Corporation                                                    |
|                 | Katie and Brent Gledhill                                              |
|                 | Ruth and Stephen Grant                                                |
|                 | Ms. Carol G. Kloster                                                  |
|                 | Morgan Stanley Foundation                                             |
|                 | Northern Trust                                                        |
|                 | The Siragusa Family Foundation                                        |
|                 | TNG Retail Services                                                   |
| **$7,500-$9,999** | Drs. Nancy J. Crown and Samuel K. Weisman  
|                 | SB Friedman Development Advisors                                      |
|                 | Ms. Sara Gourley and Mr. Robert Euler                                 |
|                 | Highland Park Community Foundation                                    |
| **$5,000-$7,499** | Ms. Elizabeth McRee and Mr. Philippe Lunardelli  
|                 | Mary Quigg                                                            |
|                 | The Sidley Austin Foundation                                           |
|                 | The Trillium Foundation                                               |
| **$5,000-$7,499** | Mr. and Mrs. Dennis Abboud                                            |
|                 | Aileen S. Andrew Foundation                                           |
|                 | Ariel Investments                                                     |
|                 | Donna Barrows                                                         |
|                 | BDO USA, LLP                                                          |
|                 | Blue Cross and Blue Shield of Illinois                                |
|                 | The Custom Companies                                                  |
| **$2,500-$4,999** | Mr. and Mrs. Andrew Embery                                           |
|                 | Ernst & Young                                                         |
| **$2,500-$4,999** | Freund Family Foundation                                              |
| **$2,500-$4,999** | George Lucas Family Foundation                                        |
| **$2,500-$4,999** | Hachette Book Group                                                   |
| **$2,500-$4,999** | Joseph and Bessie Feinberg Foundation                                 |
| **$2,500-$4,999** | Ms. Leslie Larson and Mr. Donald Katz                                 |
| **$2,500-$4,999** | MacMillan Publishers                                                  |
| **$2,500-$4,999** | Marsh & McLennan Agency                                               |
| **$2,500-$4,999** | MB Financial                                                          |
| **$2,500-$4,999** | Nancy and Joe McMullen                                                |
| **$2,500-$4,999** | Nancy Meyer and Marc Weiss                                           |
| **$2,500-$4,999** | Neal, Gerber and Eisenberg LLP                                        |
| **$2,500-$4,999** | Numina Group                                                          |
| **$2,500-$4,999** | Mrs. Diana Rauner and Mr. Bruce Rauner                                |
| **$2,500-$4,999** | Suzanne and Lindsey Resnick                                           |
| **$2,500-$4,999** | Gwendolyn Rogers                                                      |
| **$2,500-$4,999** | Sikich LLP                                                            |
| **$2,500-$4,999** | Simon & Schuster                                                      |
| **$2,500-$4,999** | Mr. and Mrs. Harrison I. Steans                                      |
| **$2,500-$4,999** | Ms. Jennifer Steans                                                   |
| **$2,500-$4,999** | Steans Family Foundation                                              |
| **$2,500-$4,999** | Rita Sussman                                                          |
| **$2,500-$4,999** | The Trustmark Foundation                                              |
| **$2,500-$4,999** | Mr. Scott Wilgenbus                                                   |
| **$2,500-$4,999** | William Blair                                                         |
| **$1,500-$2,499** | Karen Alter-Hanson and Brian Hanson                                   |
| **$1,500-$2,499** | Anderson Merchandisers                                                |
| **$1,500-$2,499** | Elizabeth and Barry Barretta                                          |
| **$1,500-$2,499** | Mr. Paul Cecchine                                                     |
| **$1,500-$2,499** | City of Aurora                                                        |
| **$1,500-$2,499** | Clayton Struve Family Foundation                                      |
| **$1,500-$2,499** | Jill and Robert Delaney                                               |
| **$1,500-$2,499** | Donna and James Gottlieb                                              |
| **$1,500-$2,499** | Cleo and Mike Hesselbach                                              |
| **$1,500-$2,499** | Mr. and Mrs. Colin Hudson                                             |
| **$1,500-$2,499** | Illinois Tool Works Foundation                                        |
| **$1,500-$2,499** | Mr. and Mrs. Robert Johnson                                           |
| **$1,500-$2,499** | Ms. Jennifer Miller and Mr. Eric Smoot Hemphill                       |
| **$1,500-$2,499** | Sheila and Arthur Nielsen III                                         |
| **$1,500-$2,499** | Ms. Patricia Pell                                                     |
| **$1,500-$2,499** | Ms. Ellen Peterson                                                    |
| **$1,500-$2,499** | Sonja Turner and Jim Stone                                            |
| **$1,500-$2,499** | The Walter and Mary Tuohy Foundation                                  |
| **$1,000-$1,499** | Philip A. Alphonse                                                    |
| **$1,000-$1,499** | Amanda and Kyle Bab                                                   |
| **$1,000-$1,499** | Mr. and Mrs. Larry Barden                                             |
| **$1,000-$1,499** | Marjorie Craig Benton                                                 |
| **$1,000-$1,499** | Mr. and Mrs. Allen Bloom                                              |
| **$1,000-$1,499** | BMO Harris                                                            |
| **$1,000-$1,499** | Mrs. Barbara Bowman                                                   |
| **$1,000-$1,499** | Ms. Susan Bradshaw                                                    |
Ms. E.K. Bryant
Mr. and Mrs. Stuart Buck
Sally Buckles
Mr. Marc Capri
Eran Cohen
Mr. and Mrs. Phil Curley
Mr. Brian Dolan
Kim and Eric Ephraim
Mr. and Mrs. Wade Fetzer
Mr. John Gill
The Graham Company
Havala Family Charitable
Sandra and Fred Holubow
Ms. Nina Kavin
Kenneth Douglas Foundation
Kensington Publishing Corporation
Kiwanis Club of Aurora
Kovler Family Foundation
Mr. Donald Leighton
Diane and James Levy
Mrs. Barbara Levy Kipper
Mr. Richard Lyerly
Mr. Stephen Majsak and
Dr. Terry Sukenik
Sheila Merry
Oberweis Foundation
Mr. Thomas Peters
Ms. Cynthia Rapp and
Mr. Andrew D. Hopkins
Redefined Fitness
Eleanor and John Revelle
Ronald Rhode
Mr. Kevin Ryan
Eugene and Faith Schoon
Mr. and Mrs. Steven Schneider
TCF Foundation
Ted Muller Camp Scholarship Fund, Inc.
Unitarian Church of Evanston
Caterina Varvaro
Waubonsee Community College
Ms. Margaret Weiss and
Mr. M. David Austen-Smith
Youth Crossroads, Inc.

$500-$999
Anonymous (5)
Ann Airey
Mr. and Mrs. Barry Alberts
ANC
Carol Armstrong
Mr. and Mrs. Michael Axelrod
Christine and John Bakalar
Betsie and Jacob Ball
Mr. and Mrs. Vaughn Barber
Amelia and Thomas Bayer
Tamara and Theodore Becker
Prudence Beidler
Kay Berksen and Sidney Hollander
Mr. John Bode
Mr. and Mrs. Michael Booth

Mr. Wes Breton
Mr. Michael T. Brody and
Ms. Elizabeth K. Ester
Denise and Jerry Brown
Mr. and Mrs. Birch D. Burghardt
Ms. Jeannine Burns
Alexander S. Butkus
Byline Bank
Mr. Steve Carlson
Mr. and Mrs. Jeff Chookaszian
Chuahk & Tecson Employees
Community Health Partnership of Illinois
Beth and John Corvino
Ms. Ann Courter and Mr. Norman Hirsch
Ms. Lynn Denberg
Ms. Mary Diehl and Mr. James Kauffman
Mrs. Rosanne M. Dineen and
Mr. Scott J. Nelson
Ms. Maja Eaton
Evanston Community Tennis Association, Inc.
First National Bank of Omaha
First Presbyterian Church of Evanston
Mr. and Mrs. Paul Fischer
Mr. and Mrs. James Fogerty
Mr. Steven Fortier
Ms. Agnes Hamos
Mr. Dan and Mrs. Barbara Hanrahan
Karen Alter-Hanson and
Mr. Brian Hanson
Ms. Nicola Hill Msall
Mr. James W. Hock
Hollywood Casino Aurora, Inc.
Mrs. Cynthia Jackson
Ms. Doris Jones
Mr. Bill Katris
Kim Brothers Coffee House
Kohl’s Department Stores
Mr. and Mrs. Burt B. Lasko
Mardie MacKimm Fund
William K. Maher
Michael L. Malkin
Steve Margolin
Dr. Everett McKissic
Melvolin Foundation
Ms. Dara Munson
Jane Neumann and Steve Bogira
Carolyn and Ken Nopar
Kristine Obrecht
Mr. and Mrs. Robert Radasevich
Yale Peebles
Suzanne and Lindsey Resnick
Rush-Copley Medical Center
Dr. and Mrs. Paul W. Saltzman
Mr. Randy San Miguel
Ms. Carole Schecter
Ms. Cynthia Sammons and
Mr. Eric Schwabe
Stephanie and Jason Scott

Ronna Stamm and Paul Lehman
Mr. and Mrs. Eric Steele
Ms. Lonette Stonitsch
Sunset Foods
Mr. and Mrs. Michael Tarnoff
Michelle Thompson and H. Woods
Bowman
Township High School District 113
Mr. Thomas Valenti
Ms. Lois Vick
Robert A. Weinberger
Ms. Jill Wolowitz
Mr. Brad Wolven
Ms. Jennifer Zordani
Zuckerman Family Foundation

$250-$499
Anonymous (3)
Brian Avery
Jorge and Marcia Ayala
Maria and Steve Ballantyne
Dave Barker
Corey Berger
Ms. Jane Bilger and
Mr. Andrew Philipsborn
Judith and Philip Block III
Mr. and Mrs. Richard A. Blumberg
Ms. Carol A. Bobrow and
Mr. James P. Reardon
Ms. Fay Bomberg
Mr. Matthew Bonaguidi
Ms. Amy Brierly
Gail and Andrew Brown
Jackie and John Bucksbaum
Lucy Burne
Mr. and Mrs. Will Campbell
Mr. and Mrs. Mike Chookaszian
Clothes for Charity
Jane and John Coleman
Ms. Lady Bee Coleman
Mr. and Mrs. Jeffrey P. Coney
The Digitizer Print Solutions
Michelle Dinneen-White
Dr. Everett McKissic
U.S. Senator Dick Durbin
Mr. and Mrs. Ryan Freel
Mrs. Janet Gaus Epner and
Mr. Paul Epner
Family Focus Community Centers

Aurora
550 Second Avenue
Aurora, IL 60505
630-844-2550

Cicero
St. Frances of Rome
1500 S. 59th Court
Cicero, IL 60804
708-652-0900

DuPage
2174 Gladstone Court
Glendale Heights, IL 60139
630-521-8808

Englewood
6727 S. Western Avenue
Chicago, IL 60636
773-962-0366

Evanston
2010 Dewey Avenue
Evanston, IL 60201
847-475-7570

Highland Park
330 Laurel Avenue
Highland Park, IL 60035
847-433-0377

Melrose Park
St. Charles Borromeo
1635 N. 37th Street
Melrose Park, IL 60160
708-652-0900

Nuestra Familia
4878 W. Armitage Avenue
Chicago, IL 60639
773-276-0940

Lawndale
3517 W. Arthington Street
Chicago, IL 60624
773-722-5057

Family Focus
2019 ANNUAL REPORT

Ms. Jody A. Gauthier
Mr. and Mrs. Mickey Gaynor
Mr. and Mrs. Bob Gerber
Ms. Vicky Geist
Mrs. Valerie Goldenberg
Jerry Goldman
Mr. and Mrs. Robert Goldman
Mr. Ronald B. Grais
Mr. Greg Gressle
Mr. and Mrs. Steven Hannick
Mr. and Mrs. David Harper
Mr. Jeffrey Hejny
Mr. Jeffrey Hillbrand
Mr. and Mrs. Tim Hoying
Mr. and Mrs. David Inlander
Mr. and Mrs. Rob Johnson
Catherine Kallal
Mr. Timothy Kapshandy
Ms. Amy Kartheiser
Ritu and Paru Kathpalia
Mr. Charles Katzenmeyer
Ms. Amy Kartheiser
Mr. John Koenigsknecht
Mrs. Marci Kraft-Orloff and
Mr. Hill Orloff
Jill and John Levi
Mr. Aaron Lillybridge
Ms. Karen Louie
Mr. Kyle Marx
Ms. Gay E. Menges
Ms. Cecilia A. Mowatt
NAACP - Evanston Branch
Mr. David Narefsky
Madeleine and Jack Neems
Ms. Linda Nolan
NorthShore University Health System
Dr. Olufunmilayo Olopade
Mr. William E. Peterson
Mr. and Mrs. Steven Potash
Ms. Julia Rahn
Mr. and Mrs. Robert Reece
Mr. and Mrs. Edward Robinson
Ms. Nancy Ronquillo
Mr. and Mrs. Timothy Russell
Mr. William Ryan
Mr. Neal Seltzer
Ms. Julie Sheeran
Mr. and Mrs. Clarence Sills
Kelli Sinclair
Mr. and Mrs. Michael Sobel
Mr. Jim Sowerby
Ms. Ann Straw
Ten Thousand Villages In Evanston, Inc.
Ms. Esther Terrier
The Turpin Group, LLC
Mrs. Ann S. Wolff
Ms. Amy Zisook and Mr. David Rosen
Mr. and Mrs. Mark A. Zivin
**FY 2019 Board of Directors**

- Vaughn Gordy, *Chair*
  Retired, GreatBanc Trust Company
- Julie Hamos, *Vice-Chair*
  Health Management Associates
- Sharad K. Kapur, *Treasurer*
  Retired, Accenture
- Elizabeth McRee, *Secretary*
  Jones Day
- Bernice Weissbourd
  *Founder and Chairman Emerita*
- Merri Ex
  *President and CEO, Family Focus*
- Dennis Abboud
  ReaderLink Distribution Services
- Kyle Bab
  Deloitte
- Barry A. Barretta
  Ernst & Young
- Aaron F. Bianco Diaz
  Ariel Investments, LLC
- Michael Booth
  HUB International Midwest, Ltd.
- Jeremy Cairney*
  JPMorgan Chase
- Raullo Eanes
  Capaha Partners, LLC
- Andrew Embery
  Morgan Stanley
- Stephen Fortino
  Goldman Sachs
- Stephen B. Friedman
  S.B. Friedman Development Advisors
- Amy Garvey
  Community Volunteer
- Noni K. Gaylord-Harden, Ph.D.*
  Loyola University
- James Gottlieb
  Chuhak & Tecson
- Ruth Grant, Ph.D.
  Duke University
- Susan Jacobs
  Tronc
- Rose Johnson*
  Retired, Evanston Skokie Schools
- Carol Kloster
  Retired, Chas. Levy and Company
- Laurie Leibowitz
  Retired, Career Coach/Yoga Teacher
- Joseph McMullen
  William Blair
- Nancy Meyer
  Irving Harris Foundation
- Mary Quigg
  Salesforce
- Suzanne Resnick
  American Board of Medical Specialties
- Gwendolyn D. Rogers, Ph.D.
  Retired, Chicago Public Schools
- Bryan Samuels
  Chapin Hall at the University of Chicago
- Rita P. Sussman, Ph.D.
  Clinical Psychologist
- Agustin Tinoco*
  MB Financial Bank
- Richard Weissbourd, Ph.D.
  Harvard University
- Scott Wilgenbusch
  RSM US

*Member, Center Advisory Council

**FY 2019 Founders, Emeritus, and Professional Advisory Board of Directors**

- Co-Founders
  Irving B. Harris†
  Bernard Weissbourd†
- Honorary Board
  Christine Albritton
  Charles Benton†
  Hon. Marjorie Craig Benton
  Barbara Bowman
  Lester Crown
  Onnie Darrow†
  James C. Hagy
  Chaz Hammelsmith Ebert
  King Harris
  Christie Hefner
  James W. Hock
  Judy Langford
  Arthur C. Nielsen III, M.D.
  Jeffrey Rhodenbaugh
  John W. Rogers, Jr.
  Warner Saunders†
  Herbert F. Stride
  Anne Lea Tuohy
  Kim Waller
- Professional Advisory Board
  Susan Crown-Kunkler
  Robert P. Gordon, M.D.
  Raymond Grady
  Susan Manilow
  John L. McKnight
  Dolores G. Norton, Ph.D.
  Bettylu K. Saltzman

†Deceased

**Family Focus**

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