

IN THESE TIMES

2022

IMPACT

REPORT

IN THESE TIMES,
*an independent, nonprofit magazine,
is dedicated to advancing democracy
and economic justice, informing
movements for a more humane
world, and providing an accessible
forum for debate about the
policies that shape our future.*

“ No political movement can be healthy unless it has
its own press to inform it, educate it and orient it. ”
—IN THESE TIMES FOUNDER JAMES WEINSTEIN

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A YEAR OF TRANSITION & GROWTH

2022 WAS A YEAR OF CHANGE FOR *IN THESE TIMES*. AFTER NEARLY 36 YEARS OF service, Joel Bleifuss stepped down from his role as Editor & Publisher of the magazine. *In These Times* honored Joel's incredible tenure with a special tribute video at our annual event in September. We were excited to see the launch of Joel's new venture, Barn Raising Media, and we look forward to continuing to work with him in highlighting the stories of rural America that are too often ignored by the corporate press.

ALTHOUGH WE WERE SAD TO SEE JOEL GO, IT was heartening to witness the ways in which staff, board members and funders worked together to see *In These Times* through a smooth transition. Joel left big shoes to fill, and we recognized the importance of doing so in a deliberate way. A formal search committee (composed of board members, management team members and union staff) led a six-month long effort to select the new leader for our organization. Early on, the committee decided to shift the title of this position from Editor & Publisher to Executive Director, to better reflect the responsibilities of running a growing nonprofit magazine.

In These Times found the leader we were looking for in Alex Han. In March of 2023, we formally named Alex as our new Executive Director. Alex brings deep and broad experience working in union organizing, coalition-building and electoral campaigns. He has managed staff and strategy at all levels over the past twenty years, from helping workers organize unions at healthcare and childcare facilities across the country, to playing senior roles in citywide, statewide and national election campaigns.

Alex was instrumental in the growth of SEIU Healthcare Indiana and Illinois to become the union's largest local. He was a thorn in the side of the corrupt Chicago political machine by building a powerful, progressive electoral infrastructure in the city. In 2020, Alex was invited to be the Midwest Political Director for the Bernie Sanders presidential campaign. His writing and analysis have appeared in *The Nation*, *Jacobin*, *Nonprofit Quarterly*, *Convergence* and elsewhere.

Alex is thrilled at the opportunity to set the direction of *In These Times*, grow its audience and increase its impact. You can read more about Alex's vision in his letter on the following page.



To My New Friends,



In my first weeks here at *In These Times*, I have had the good fortune to talk to dozens of supporters, staff and allies. It's been a reminder that the greatest resource we have is the richness of experience in our network of movements. Forty-six years after the founding of *In These Times*, we are in a political moment with deep parallels to the mid 1970s. Distrust in government and institutions, rising political backlash to freedom struggles and the emergence of a new wave of democratic socialism are just a few of those parallels. The past year has been one of change, at *In These Times* and elsewhere. We can see the growing pains of a new labor movement fighting to be born at Starbucks and Amazon, along with new energy rising up inside large legacy unions like the Teamsters and United Auto Workers. Inflation, war and the sharpening climate crisis are all interacting in unpredictable ways. The midterm elections ushered in a new crop of progressive young leaders into Congress, but also paradoxically elevated the leadership of the furthest right-wing elements of the Republican Party.

In These Times has been reporting from the leading edge of this historic flux point, providing information, context and strategic analysis, while going through its own period of transition and growth. I am honored to follow in the footsteps of Joel Bleifuss, who stepped down as Editor & Publisher last year after almost 36 years at *In These Times*. With Christopher Hass ably serving as interim Publisher this past year, and Jessica Stites as Editorial Director, *In These Times* has grown its editorial team with important voices that are embedded in the movements that we cover, and who you'll meet later in this report.

All of this work would not be possible without supporters like you. Your donations allow us to tell the stories you see in print and online, but we need more than just that. Over the coming year, we want to hear your stories and experiences. We want to find new ways to engage with you in the work of building not just a larger and more impactful magazine, but larger and more impactful movements. We look forward to your continued support, not just financially, but in developing our vision for the future of *In These Times*.

In Solidarity,

Alex Han
In These Times' New
Executive Director

NEW ROLES & NEW FACES ON STAFF

DURING THE LEADERSHIP TRANSITION OF 2022, CHRISTOPHER HASS, who you may have known as *In These Times*’ Executive Publisher since 2016, took on a new role as interim Publisher. Jamie Hendry, who has been with *In These Times* for five years as an integral part of fundraising and business operations, was promoted to Associate Publisher. She will be even more invaluable now, providing an important element of continuity for the organization.

IN ADDITION, *IN THESE TIMES* PROMOTED long-time Executive Editor, Jessica Stites, to the position of Editorial Director. Jessica has been with the organization for more than a decade and has been instrumental in shaping the editorial direction of the magazine, as well as building out the Leonard C. Goodman Institute for Investigative Reporting.

Lauren Kostoglanis continued on as Development Director, but with an increased focus on major giving. Lauren will work closely with Alex Han to expand our network of donors who give at larger levels, and she’s excited to get back on the road with more face-to-face meetings after the long pause due to Covid-19.

But our largest investment this year has been in replenishing and growing our staff. We recognized that to better serve *In These Times*’

mission, we needed to better support our staff. Though the hiring process was time- and resource-intensive, it was also one of the most exciting developments of 2022.

In These Times received more than 300 applications for our various open positions. In dozens of interviews, we were thrilled to hear the respect that *In These Times* holds within the progressive journalism community. In the past, we often struggled to find candidates with an interest in organized labor. This time around, we had an abundance of candidates with a deep passion and interest in unions and worker organizing, testament both to the ways *In These Times* has positioned itself as a labor publication as well as the sea change we are experiencing in how organized labor is viewed, especially among young people.

WE ARE EXCITED TO INTRODUCE YOU TO THE FOLLOWING NEW MEMBERS OF THE *IN THESE TIMES* STAFF:



ARI BLOOMEKATZ - EXECUTIVE EDITOR

With the promotion of Jessica Stites to Editorial Director, Ari Bloomekatz has come on as our new Executive Editor. He will be leading the editorial team with the goal of continuing our standards of integrity, political savvy and journalistic excellence. He will also find creative ways to grow our print and online audiences to meet this moment. Ari had previously been Managing Editor of *Rethinking Schools*, Managing Editor at *Tikkun* magazine, as well as Books Editor for *Jewish Currents*. He spent several years as a staff writer for the *Los Angeles Times*. At *Rethinking Schools*, Ari was also editor and oversaw production of the book *Teaching for Black Lives*, which has served as a core text for the national Black Lives Matter at School movement and is now the central text for more than 100 book groups of educators across the country.



NATASCHA ELENA UHLMANN - AUDIENCE ENGAGEMENT EDITOR

Natascha Elena Uhlmann will be leading our strategy for social media, video and email, as well as promotions and partnerships. This is a newly created position, which is part of our larger commitment to increasing our reach among younger readers and building an audience that is more representative of the diverse communities that are driving today’s progressive social movements. She was recently the Senior Communications Officer for Verso Books, with a focus on social media and press coverage for authors. She’s previously done communications work for the Alliance for Safety and Justice, as well as publicity and marketing work for O/R Books. Her writing has appeared in the *Guardian*, *Truthout*, *Rewire News* and *Teen Vogue*, and she is the author of the book *Abolish ICE*. She was also one of the leaders of the (successful) unionization drive at Verso.



KATHRYN JOYCE - INVESTIGATIVE EDITOR

Our most recent hire is Kathryn Joyce, an award-winning investigative reporter with nearly two decades of experience, most recently focused on the growth of the far right, both in the United States and internationally. Going forward, she will be the lead

editor on all of *In These Times*' investigative pieces, and we are incredibly excited to have someone with her depth and range of experience heading up this crucial area of our reporting. Her investigative work has received numerous awards, including the Sidney Award from the Sidney Hillman Foundation, public issues from the International Regional Magazine Association, featured writing from the Association of LGBTQ Journalists, the Clarion Award from the Association of Women in Communications, the Wilbur Award from the Religion Communicators Council, and the Maggie Award from the the Planned Parenthood Foundation of America. Her work has appeared in dozens of publications, including *The New York Times Magazine*, *The Atlantic*, *Newsweek*, *Salon*, *Mother Jones*, *The Nation*, *The New Republic*, *The American Prospect*, *The Marshall Project* and many others. She is the author of two books: *The Child Catchers: Rescue, Trafficking and the New Gospel of Adoption* and *Quiverfull: Inside the Christian Patriarchy Movement*. She also teaches as an adjunct lecturer in Brooklyn College's political science department.



APARNA GOPALAN - STORY EDITOR

Aparna Gopalan recently joined *In These Times* as an editor working on both the print magazine and online stories. She was most recently an Editorial Fellow at *Jewish Currents*. Last summer, she co-ran *The Forge*'s Organizers Writing Workshop, teaching organizers the fundamentals of writing for publication. She's been involved in labor organizing for several years, and first learned about *In These Times* through the Puffin Foundation union subscription program, which she was able to take advantage of as a member of the Harvard Graduate Student Union (United Auto Workers Local 5118). Aparna's reporting has appeared in *The Nation*, *The New Republic*, *Jewish Currents* and *The Intercept*. She previously worked as a labor organizer with United Auto Workers and Service Employees International Union locals, and is a doctoral candidate in social anthropology at Harvard University.



HAMILTON NOLAN - LABOR WRITER

Though not a new face, we were happy to have Hamilton Nolan continue to write regularly for *In These Times* in 2022, while he completes work on his forthcoming book on the recent revitalization of the labor movement, *Year of the Hammer*.

ALONG WITH NEW EXECUTIVE DIRECTOR ALEX HAN, *IN THESE TIMES*' STAFF IS NOW YOUNGER and more diverse than ever. This is part of a deliberate and ongoing effort to better reflect the communities we report on and for. We have already begun to see the impact of these talented, enthusiastic and committed new staff members.

BEHIND THE SCENES

EACH WEEK AT *IN THESE TIMES*, FREELANCE WRITERS send staff editors dozens of article pitches. Only a fraction of those submitted are selected to become published stories, and very few pitches receive an immediate acceptance. The ones that stand out are usually interesting topics from strong writers, covering a subject that has yet to appear in most media outlets. For example, nearly every pitch Hamilton Nolan or Kari Lydersen send us receives an immediate yes—because their ideas are just that damn good!

When editors are on the fence, a pitch gets discussed during our weekly editorial meetings. To evaluate, *In These Times* editors consider the ways in which other news outlets have already covered the topic and brainstorm unique angles. Sometimes the editors consider timeliness—for example, because the print magazine is often planned months in advance, editors must consider how relevant stories will be by the time they are published and sent to your mailbox.

Print Editor Sherell Barbee explains, "I often judge a pitch based on where I see the conversation going.

What topic will people be turning to for a Leftist perspective, not just this week but in five, ten years? Where are the people in the corners of the world who are already doing the radical work, but might just need a little help amplifying their microphones? From there, it becomes easy to rally behind an author's idea and help guide them towards the finish line."



JOURNALISM & IMPACT

MEETING THE MOMENT

ACROSS INDUSTRIES AND THE WORLD, 2022 proved to be a year of worker-led resurgence. With 46 years of labor reporting under our belt, *In These Times* was prepared to meet the moment. We published extensive and timely reporting on these growing workers movements, including the fight for workers' rights and the issues workers continue to face everyday.

Our **April 2022 cover story (2)** provided readers with an inside look into how Starbucks workers faced down one of the most intense union-busting campaigns in decades. Our **June 2022 cover story (1)** profiled how the workers at the JFK8 warehouse in New York took on Amazon—and won. Writer Luis Feliz Leon explained how *In These Times* differentiated itself from other media outlets covering the Amazon Labor Union's success: "Much of the media analysis around the victory has been centered on [ALU leader Chris] Smalls. Just as important, however,

is the collective story of the workers who charted their own path against one of the world's biggest companies."

Meanwhile, as the midterm elections approached, the mainstream media's trumpeting of a "red wave" introduced a feeling of uncertainty for many progressives. Yet again, *In These Times* rose to the occasion by providing a framework in which readers, especially young readers, could understand and traverse the political realities of the moment. In our **November 2022 cover story, writer Branko Marcetic (3)** showed that progressives must keep their eyes on the long game. He also explained that, despite headwinds, the 2023 Congress would have the largest Left cohort in decades.

National Director of the Working Families Party Maurice Mitchell provided readers with insightful analysis of the midterm results in our **December 2022 cover story (4)**. He wrote, "At least six Working Families Party members went on to win their general elections—including rising stars



like Austin's Greg Casar, Chicago's Delia Ramirez, Pittsburgh's Summer Lee, Florida's Maxwell Frost and more. These new champions will join the ranks of progres-

sive incumbents Alexandria Ocasio-Cortez, Ayanna Pressley, and Pramila Jayapal, who can stiffen the Democratic Party's spine for the many fights ahead."

PUSHING THE ENVELOPE

AS THE WORLD ENTERED ITS THIRD year of the Covid-19 pandemic, *In These Times* worked to push the envelope and steer the Democratic Party left. Contributing editor Sarah Lazare used her **April 2022 feature (5)** to draw attention to the "vaccine apartheid" that continues to make vaccines unavailable or inaccessible in many low- and middle-income countries. She wrote, "Of course, budgets are not exclusionary: The United States could, theoretically, give hefty funding to the U.S. military *and* to global vaccine donations. But the fact that the former has received 214 times the funding of the latter reveals a great deal about where U.S. priorities lie." Word is that Sen. Elizabeth Warren used this statistic on a call to fight the defense budget.

On a more local level, 2022 had record police killings for the decade, and it was critical that *In These Times* provide readers with a follow-up to our 2021 Movement for Black Lives takeover issue. Our **February 2022 cover story (6)** featured five police abolitionists from around the country—some of them newly elected to city councils—talking

“By thinking through our movements not as siloed but interconnected, *In These Times* reminds us that our fates are tied up in each other.”

—NATASCHA ELENA UHLMANN, IN THESE TIMES
AUDIENCE ENGAGEMENT EDITOR

about the lessons from 2021 and their plans for 2022. One such abolitionist, Makia Green, said, "A lot of us are in the Black radical tradition, and we know that this movement has a longevity before and past 2020. We have been experimenting and trying and building, and that's why we're the largest movement in the country's history. At some point, there may be a new tagline beyond 'defund the police,' but it will be in the same tradition. And it'll be about meeting the needs of Black people at that current time."





School districts across the country have grappled with the role that police in schools play in profiling and criminalizing students, especially students of color. In 2022, **Andy Kopsa's investigative piece, "The City That Kicked Cops Out of Schools and Tried Restorative Practices (7),"** provided a rare but important example of positive developments. His story drew an enormous response. It received 139,000 views in its first month online and was shared more than 2,700 times on Twitter. Civil rights organizations including the Advancement Project, Black Lives Matter and the National Police Accountability

Project shared it, alongside public figures like Soledad O'Brien, and teachers unions, parents and educators. Teachers from California, Toronto and Iowa reached out to thank Andy for her "complete" and "essential" reporting on restorative practices in schools. Rutgers professor Anne Gregory, a leading expert on school discipline at the Rutgers Graduate School of Applied and Professional Psychology (who is quoted in the piece), wrote how she appreciated the "length of time [Andy] followed the school/district" and the "depth" of the reporting. The Appeal, UCLA Center X, Iowa ACLU and Prison Policy Initiative

have featured the story in their newsletters. Andy has also spoken with the ACLU on how to build out their Police-Free Schools toolkit, appeared as a guest on *The Human Restoration Project* (an educator-focused podcast), and was invited to speak at the University of Iowa. The investigation looks like it may have a real impact on policy-making—Andy has been informed that three Iowa legislators plan to use the piece to push back on a state voucher bill that would divert millions of dollars away from Iowa public schools.

In These Times is one of few publications that works to meet readers where they are while envisioning and working toward a future in which everyone can thrive. Throughout 2022, we produced some of the most informative stories in the broader media landscape on inflation and how it has been used as a tool to benefit the rich and punish the poor. In our **September/**

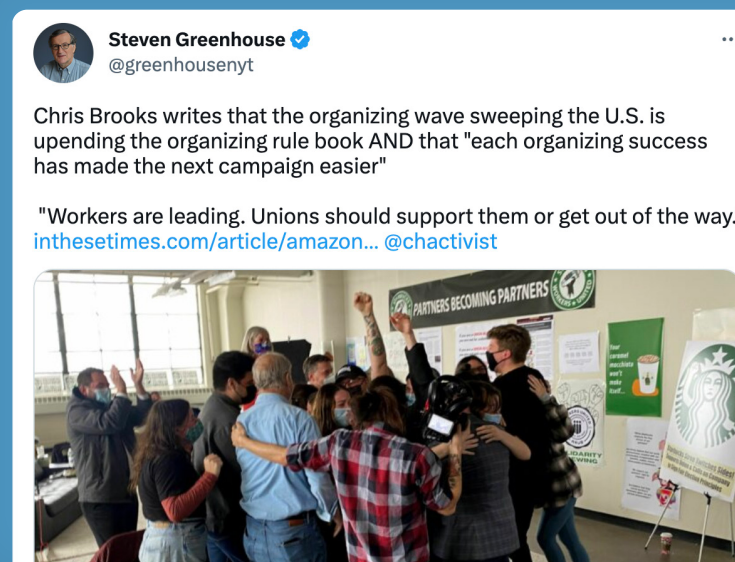
“ This piece helped to clarify just how much the mainstream debate missed about the real effects of inflation, and how it has furthered the class war.”

—MILES KAMPF-LASSIN, IN THESE TIMES WEB EDITOR ON "MOST PRICE INCREASES FROM INFLATION HAVE GONE TO CORPORATE PROFITS" (MAX B. SAWICKY, MAY 2022)

October 2022 cover story (8), writer Hadas Thier explained, "In the short term, we need to articulate and organize for an economic agenda that mitigates the effects of the crisis for working people... In the long term—recognizing that capitalism is an in-

(Left) At our annual event last September, we honored the Amazon JFK8 warehouse workers with the 2022 In These Times Activism Award (Right) On **"Disturbing New Report Shows Dire Conditions For Grocery Workers" (Hamilton Nolan, January 2022)** —Adam Conover, Standup Comic, TV Host, and Creator of The G Word on Netflix and Adam Ruins Everything

(Left) On **"How Amazon and Starbucks Workers Are Upending the Organizing Rules" (Chris Brooks, May 2022)**—Steven Greenhouse, Former New York Times Labor Reporter, Century Foundation Senior Fellow and Author of *Beaten Down, Worked Up: The Past, Present & Future of American Labor*. (Right) On **"What's Next for Defund?" (Kandace Montgomery, Robin Wonsley Worlobah, Andrew R. Hairston, Willie Burnley Jr. and Makia Green, January 2022)**—The Movement for Black Lives, a national network of over 150 organizations creating a broad political home for Black people to learn, organize, and take action



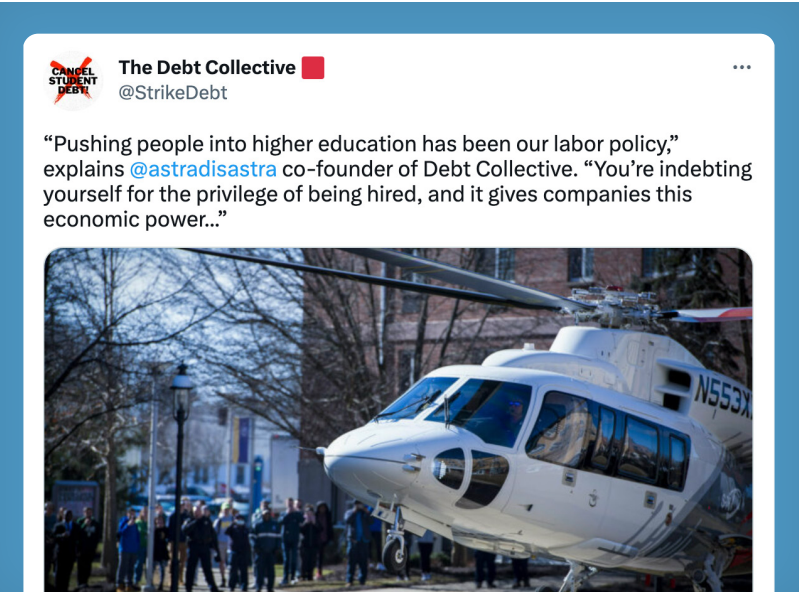
“For much of 2022, I was a union organizer and read *In These Times* in that capacity. It was THE outlet covering the young people’s labor movement—the labor movement of independent unions, union reform struggles, service sector and ‘white collar’ mobilizations.”

—APARNA GOPALAN,
IN THESE TIMES STORY EDITOR

herently unstable system that resolves its crises on the backs of working people—a left economic agenda needs to frame a vision for a different kind of economy, one based on human need rather than corporate profit.”

Former *In These Times* intern and Leonard C. Goodman Investigative Reporting Fellow Indigo Olivier explored the military-industrial complex’s powerful influence in higher education. In her investigation, “Inside Lockheed Martin’s Sweeping Recruitment on College Campuses (9),” she found that student pipelines were an integral part of Lockheed Martin’s talent acquisition strategy. Indigo wrote, “Lockheed is not alone among corporations or military contractors in its aggressive university outreach, but the expansive presence of private defense companies on campuses raises questions about the extent to which corporations—particularly those profiting from war—should influence student career trajectories.”

(Left) On “A Left Answer to Inflation” (Hadas Thier, September 2022): —The Economic Policy Institute, a nonprofit, nonpartisan think tank using the tools of economics for more than 30 years to defend and promote the interests of workers in economic policy debates, (Right) On “Inside Lockheed Martin’s Sweeping Recruitment on College Campuses” (Indigo Olivier, August 2022) —The Debt Collective, the nation’s first debtors’ union, organizing to build power with debt as leverage



TANGIBLE WINS

IN 2022, THE FOLLOWING MEDIA OUTLETS CITED, mentioned or reprinted *In These Times* in their coverage:

- 94.1 KPFA
- Between the Lines
- Chicago Reader
- Colorado Springs Indy
- Common Dreams
- Democracy Now!
- Factually! With Adam Conover
- FAIR
- Georgia Public Broadcast
- HuffPost
- Insider
- Institute for Public Accuracy
- Interdependent Study Podcast
- Jacobin
- Jewish Currents
- News Musica
- NewsClick
- Nomiki Konst (YouTube Channel)
- NPR
- Organic Consumers Association
- Pitchfork
- Politico
- Portside
- Pulitzer Center
- Reader Supported News
- Russell Brand (YouTube Channel)
- Salon
- Shadowproof
- Teamsters Local 1150 (Quarterly Newsletter)
- The Ben Joravsky Show
- The Blowback
- The House Red
- The Nation
- The Pulse
- The Young Turks (YouTube Channel)
- Toest.bg
- Upstream
- WaYs-2-rOck
- WBUR



KHALIF BENCHERIF'S “How Climate Change Turned This Moroccan Village Into a Ghost Town” (November 2022) won the 2022 Michael Elliot Award for Excellence in African Storytelling. It also was a finalist for the prestigious Livingston Award and received an honorable mention from American Journalism Online Awards for “Feature Most Likely to Inspire Future Journalists.”

700 MILLION

The amount of times *In These Times* stories were viewed in print and online in 2022.



ART AWARDS

Matt Rota’s illustration for “Queremos Vivir: The Workers Who Wouldn’t Die for the Pentagon” (February 2022) is part of an award winning series of illustrations created for *In These Times* about factory workers strikes in Mexicali. The illustrations were selected by the Society of Illustrators 65 for their book and New York City exhibition.

FINANCIAL STATEMENTS

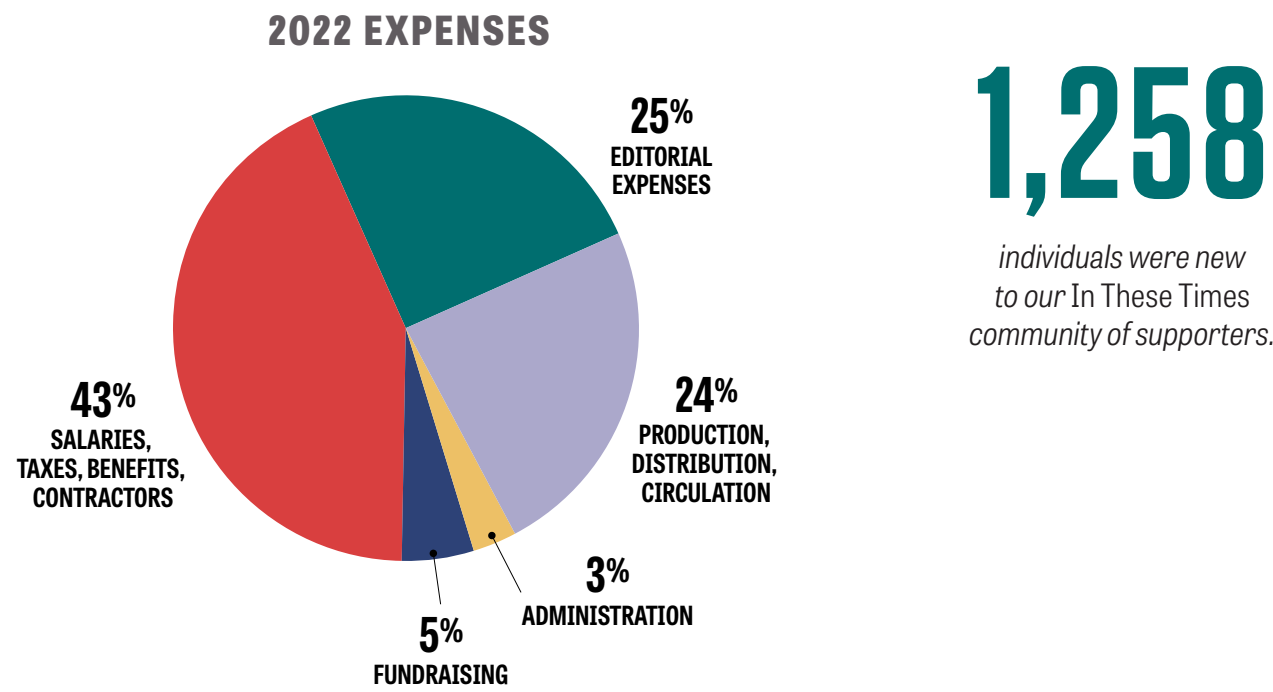
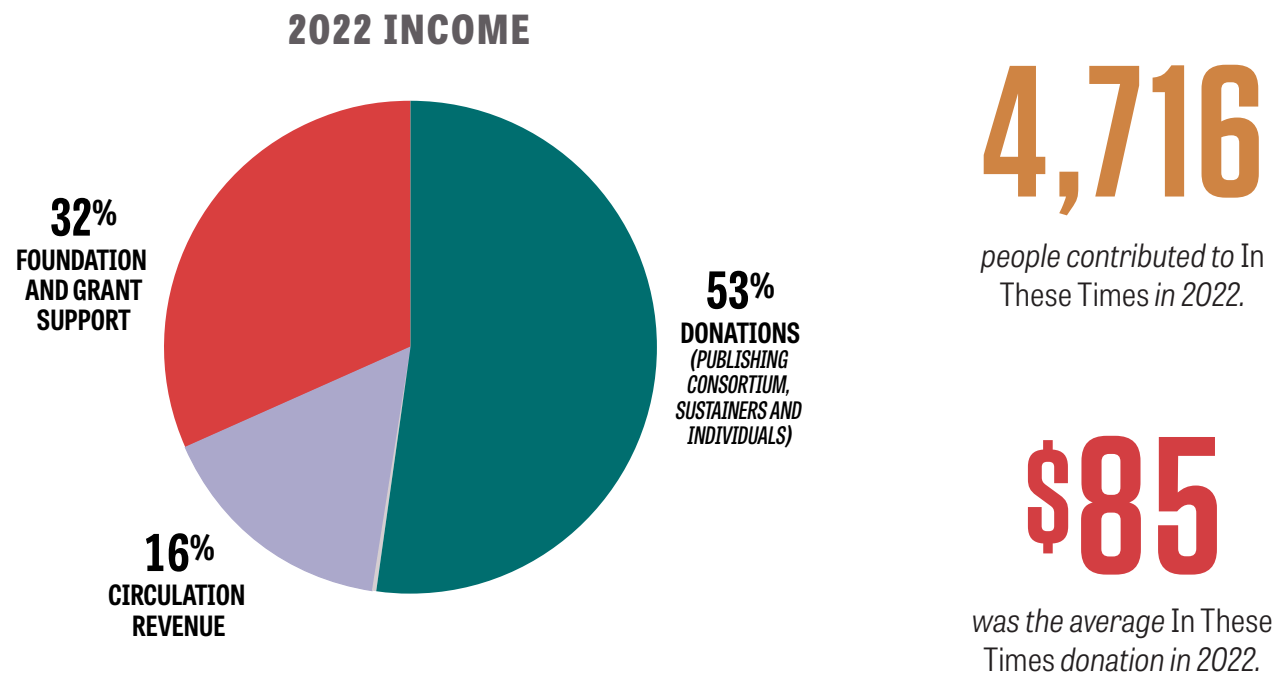
INCOME	2017	2018	2019	2020	2021	2022
Individual	\$388,461	\$393,407	\$339,872	\$400,250	\$361,174	\$288,428
Publishing Consortium	\$352,244	\$399,915	\$588,801	\$588,445	\$681,303	\$676,541
Foundation and Grant Support	\$367,816	\$310,600	\$311,418	\$488,560	\$308,342	\$281,060
TOTAL GENERAL OPERATIONS SUPPORT	\$1,108,521	\$1,103,922	\$1,240,091	\$1,477,255	\$1,350,819	\$1,246,029
Investigative Institute	\$286,000	\$462,000	\$374,000	\$374,000	\$374,000	\$374,000
Working In These Times	\$80,000	\$80,000	\$160,000	\$12,000	\$10,000	\$10,000
Rural America In These Times	\$57,000	\$11,200	\$10,000	\$12,500	\$12,500	\$11,500
Circulation Growth Programs	\$120,000	\$103,867	\$81,984	\$56,000	\$76,700	\$68,100
TOTAL PROGRAM SUPPORT	\$543,000	\$657,067	\$625,984	\$454,500	\$473,200	\$463,600
Subscription Revenue	\$502,760	\$326,493	\$264,558	\$330,373	\$335,563	\$216,177
Advertising Revenue	\$23,305	\$19,143	\$43,033	\$47,395	\$75,379	\$48,390
Bequests	\$61,000	\$8,300	\$0	\$0	\$31,343	\$165,905
Other Income	\$2,643	\$10,439	\$5,033	\$234,554*	\$267,684*	\$2,839
TOTAL	\$2,241,229	\$2,125,364	\$2,178,699	\$2,544,077	\$2,533,988	\$2,142,940

EXPENSES	2017	2018	2019	2020	2021	2022
Salaries, Taxes, Benefits, Contractors	\$874,271	\$903,798	\$749,550	\$757,775	\$978,885	\$1,074,346
Administration	\$186,532	\$73,803	\$40,522	\$53,118	\$98,594	\$86,672
Fundraising Expenses	\$118,156	\$149,136	\$111,794	\$95,700	\$81,337	\$112,783
Production, Distribution and Circulation	\$771,267	\$639,802	\$578,400	\$744,579	\$859,287	\$601,072
Editorial Expenses	\$239,866	\$295,772	\$458,048	\$569,552	\$471,266	\$629,657
TOTAL	\$2,190,092	\$2,062,311	\$1,938,314	\$2,220,724	\$2,489,369	\$2,504,530
NET INCOME*:	\$51,137	\$63,053	\$240,385	\$323,353	\$44,619	\$-361,590

*Grant funds are counted as income in the year in which they were received; income for 2020 and 2021 includes Paycheck Protection Program loans for Covid-19 impact

FUNDRAISING OVERVIEW

SINCE *IN THESE TIMES*' FOUNDING IN 1976, WE HAVE RELIED ON SUPPORT from readers to publish the magazine. That ongoing support allows us to continue our legacy of independent, progressive journalism every month in print and every day online at InTheseTimes.com.



2022 PUBLISHING CONSORTIUM

IN THESE TIMES’ PUBLISHING CONSORTIUM RECOGNIZES SUPPORTERS WHO DONATED \$500 or more in 2022. Through good times and bad, this cohort’s loyalty and generosity has kept *In These Times* going for 46 years and counting.

CHAMPIONS (\$10,000+)

- | | |
|---|------------------------------------|
| ➔ Anonymous (4) | ➔ Gladys Miller-Rosenstein |
| ➔ Lucille Boilard-Harkin and James Harkin | ➔ Adelaide Park Gomer |
| ➔ Jesse Crawford | ➔ Shira Piven and Adam McKay |
| ➔ Leonard Goodman | ➔ Abby Rockefeller and Lee Halprin |
| ➔ Laura Graham and T. M. Scruggs | ➔ Neal Rosenstein |
| ➔ Collier Hands | ➔ David Taber* |
| ➔ Polly Howells and Eric Werthman | ➔ Ross and Rosalie Thomas^ |
| ➔ Ellen Leary | ➔ Stephanie and William Weaver |

PARTNERS (\$5,000+)

- | | |
|-------------------------------------|----------------------------|
| ➔ Elizabeth Brackett and Fred Olson | ➔ Susan Mikula |
| ➔ Kevin George | ➔ Jenny and Trevor Tomkins |
| ➔ Jon Hagler | ➔ Thomson von Stein |

COLLEAGUES (\$2,500+)

- | | |
|--|----------------------|
| ➔ Anonymous (2) | ➔ Dwayne Huebner |
| ➔ Theresa Alt and Wayles Browne | ➔ Bruce P. Merrill |
| ➔ Lucy and Peter Ascoli | ➔ Nancy Fleck Myers* |
| ➔ Pat Aufderheide | ➔ Brian Sherman |
| ➔ Kevin Creighan* | ➔ Marc Silberman |
| ➔ Bernadette Cronin-Geller and Lawrence Geller | |

ALLIES (\$1,000+)

- | | |
|---|--------------------------------------|
| ➔ Anonymous (6) | ➔ Maria Bolaños |
| ➔ Edmund Abegg | ➔ Nicole Brodeur and Alex Payne |
| ➔ Jennifer Alter Warden and Robert Warden | ➔ Mike Brown* |
| ➔ Paula Baron | ➔ Stephen Bruce |
| ➔ Stuart R. Bass* | ➔ Joy Clendenning and Michael Scott |
| ➔ Kay Berkson and Sidney Hollander | ➔ Joshua Cohen |
| ➔ Martha Biondi | ➔ Dolores M. Emspak and Frank Emspak |
| ➔ Jennifer Boal and Roland Goff | ➔ Lawrence Finch |

- | | |
|--|---------------------------------------|
| ➔ Martha J. Fleischman | ➔ Robert Metcalf* |
| ➔ Christine George* | ➔ Robert Nixon* |
| ➔ Martha Goldin | ➔ Sarah Paley and Bob Kerrey |
| ➔ Marie Gottschalk | ➔ Maxine Phillips* |
| ➔ Connie and Kenneth Graham* | ➔ Bernadine and Edward D. Pillar* |
| ➔ Dedrea and Paul Gray | ➔ Gordon Quinn* |
| ➔ Ellen Hanson | ➔ Judith Rhinestine and Michael Stein |
| ➔ Marjorie P. Harrison | ➔ Joel Rogers |
| ➔ Teresa and Dennis Hendry* | ➔ Jinx and Frank Roosevelt |
| ➔ Lucy and Rich Henighan | ➔ Margaret C. Rung |
| ➔ Josiah Heyman* | ➔ Mardge Cohen and Gordon Schiff |
| ➔ Alisse Waterston and Howard Horowitz | ➔ Rachel Sherman |
| ➔ Herschel Kaminsky | ➔ Bette Sikes* |
| ➔ Rochelle Lefkowitz and Felix Kramer | ➔ Robert Smit |
| ➔ Nancy Kricorian and James Schamus | ➔ Richard Smith |
| ➔ George Laughead | ➔ Jacquelyn Ellenz and Steven Snyder |
| ➔ Peter Livingston | ➔ Ellen Stone Belic |
| ➔ Peter Martinazzi* | ➔ Amy Thornton |
| ➔ Robert Masta* | ➔ Barbara Walden |
| ➔ Dorothy Mauser | ➔ Susan Weltman* |
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