



2011 Annual Report

Harbor House Domestic Abuse Programs

Published June 2012

Growing Program Flourishes Through Nurturing Best Practices & Cultivating Ongoing Support

Dear Friends,

We are pleased to present the 2011 annual report for Harbor House. Thank you for your support of our mission, both with your time and your gifts.

Please take a few moments to read through the report. You will discover stories of great inspiration, along with sobering reminders of the magnitude of the challenges still facing our community. The extent of those inspirations and challenges in 2011 could best be summed up with one word: Growth.

Growth in numbers served, beds offered and staffing levels, while assisting clients in growth from victims to thriving survivors, were 2011 milestones achievable only because of you – and the growing number of monetary gifts, volunteers and in-kind donations.

Thanks to you, Harbor House continued to offer services that had a positive, and in some cases, life-saving, impact on hundreds of lives.

All of us at Harbor House take very seriously our responsibility to actively support our mission. This includes operating Harbor House in a manner that is respectful of those who need our services, that evolves to meet the changing dynamics in our communities, and that also makes wise use of the resources that you so generously provide.

In 2011, Harbor House focused on four key initiatives to enhance our ability to support this mission:

- Establishing both new and strengthened collaborative efforts within our communities to make affordable housing more readily available to domestic abuse survivors. Without affordable housing, many women and children feel trapped in situations that are both demeaning and dangerous. There is much to do yet, but a focused team comprised of members of our staff and board has made progress in creating heightened awareness, identifying options and successfully placing families into their own homes.
- Creating a more flexible shelter configuration to accommodate over-capacity situations. In 2011, Harbor House was over our 44-bed capacity nearly every day. Another of our focused teams implemented cost-effective, imaginative facility changes that allowed us to deal with growing demands for shelter. We are proud to say that no one who needed our help was turned away.
- Reviewing our overall investment strategy. Your donations have allowed Harbor House to build a limited financial reserve to handle short-term, unexpected expenses or temporary reductions in funding. Using the expertise of several board and staff members, we reviewed where these funds were invested and made adjustments we believe provide improved opportunities for positive returns. Ultimately, these funds allow Harbor House a higher level of certainty that our services can go forward without interruption.
- Creating an ongoing review of how we operate internally. Our goal is to ensure our staff and volunteers can spend the maximum amount of time offering support to victims and providing educational outreach services in our communities. Thanks to generous donations of time and skills from local companies, we are implementing ways to streamline our “behind the scenes” tasks. By being more efficient, we are more focused on helping those in need.

Finally, we would be remiss if we didn't recognize the wealth of talent and dedication of our staff and volunteers. They truly exemplify what it means to give back to the community and to make a difference in someone's life. We cannot thank them enough.

On behalf of all who have, or will, make that first life-changing call for assistance, thank you for helping to cultivate their hope so they may blossom into their best selves.

With gratitude and appreciation,

Chuck Hoffmann, Board Chairman

Beth Schnorr, Executive Director



INSIDE

2011 Financial Overview p. 2
Program Updates pp. 3-9
Donor Recognition pp. 10-11
Vision, Mission, Initiatives p. 12

Donations Grow to Meet Basic Needs, Fund Improvements

Harbor House’s financial stability continued in 2011, thanks once again to continued support from individuals, corporations and families. We ended the year with \$1,288,577 in revenue and \$1,150, 607 in expenses.

The \$137,970 surplus in ordinary income was used to offset the costs of our parking lot improvement project. The project, which added more parking spaces and lighting to the existing lot, cost \$126,999. The lighting increases safety within the lot for those residents and staff coming and going after dark. We were able to raise enough in ordinary, unrestricted income throughout the year to fully fund the parking lot project without dipping into building maintenance or endowment funds.

Individual contributions continue to lead our funding mix, making up 27% of the revenue Harbor House raised in 2011. Non-government grants and government grants account for 26.5% each. United Way makes up 11% and Fundraising Events account for 8%. The remaining 4% is comprised of assessment fees, marriage license revenue, insurance wellness reimbursement and investment interest.

An extremely busy year in our Shelter Program resulted in expenses being higher than budgeted. When we serve the most residents ever in-shelter at 600 for the year and run 81% of the year over our 44-bed capacity, expenses for utilities, building maintenance and advocacy are going to run higher than anticipated. Fortunately, we also raised more than we budgeted for in revenue and were able to keep pace with the added costs of serving more people.

Two significant grants helped us meet the growing demands in 2011. One was an emergency response request made to the Community Foundation for the Fox Valley Region in September to help us address over-capacity issues (see page 4 for details). A \$10,000 grant from the Evelyn & Arthur Lierman Children’s Fund helped us meet these demands. Also, a \$25,000 matching grant from the J. J. Keller Foundation in December helped us encourage annual giving through the 2Hands 2Gether 4Hope initiative in which we asked donors not only to give themselves, but also find a partner who would also give.

In-kind donations continue to help us off-set expenses. In-kind donors gave us goods totaling \$213,940 in 2011. This includes many donations of items that help our residents directly, such as pillows, twin sheets, towels, personal hygiene items, laundry detergent and much more.

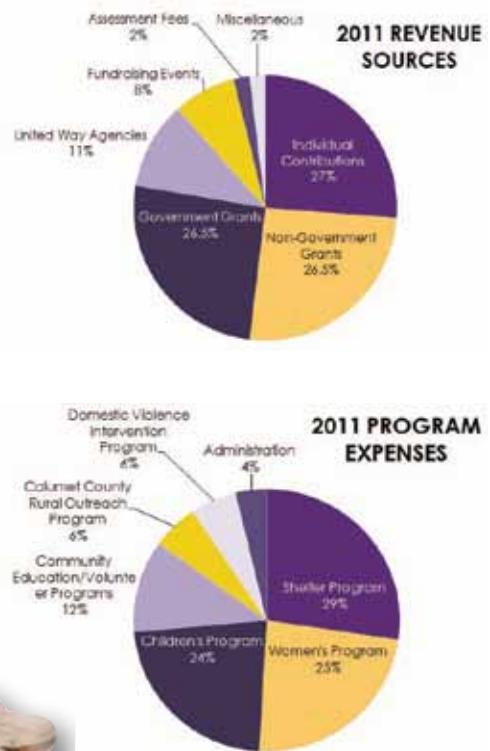


2011 Top 10 Donors

(Non-Government Sources)

United Way Fox Cities
Thrivent Financial for Lutherans
J. J. Keller Foundation
John & Sandra Nussbaum
Women’s Fund for the Fox Valley Region
Myra M. & Robert L. Vandehey Foundation*
Shannon Kennedy & Bill Shepard
Kimberly-Clark
Frank C. Shattuck Community Fund*
Jane & Tad Shepard Family Foundation

** Fund within the Community Foundation for the Fox Valley Region*



Annual Outcomes: How Your Gifts Make a Difference

Harbor House sets annual outcomes to determine whether we are meeting client needs through programming. The following are the levels of achievement for each 2011 outcome we set out to attain:

Shelter Program
(Clients staying in-shelter only.)
100% of eligible shelter residents were accepted into shelter, despite extreme over-capacity throughout the year.
100% of shelter residents developed a safety plan.
93% of shelter residents who participated in financial fluency sessions identified one way to improve their financial situation.
87% of shelter residents felt more confident in their own decision-making after three days in-shelter.
87% of shelter residents knew more about community resources.
85% of shelter residents knew more ways to plan for their own safety.
31% of shelter residents participated in Women Obtaining Work initiative.
29% of shelter residents reported an increase in income when leaving shelter.
15% of shelter residents participated in Allstate financial fluency sessions.

Women's Program
(All adult female clients.)
100% of clients receiving one-on-one services created a safety plan.
96% of clients increased knowledge of how domestic violence affects their lives.
92% of clients reported an improved sense of self-worth.
90% of clients were less fearful and more secure after meeting with an advocate.
90% of clients increased their knowledge of coping skills.

90% of clients felt more confident in their decision-making.
87% of clients said they could do more on their own as a result of receiving services.

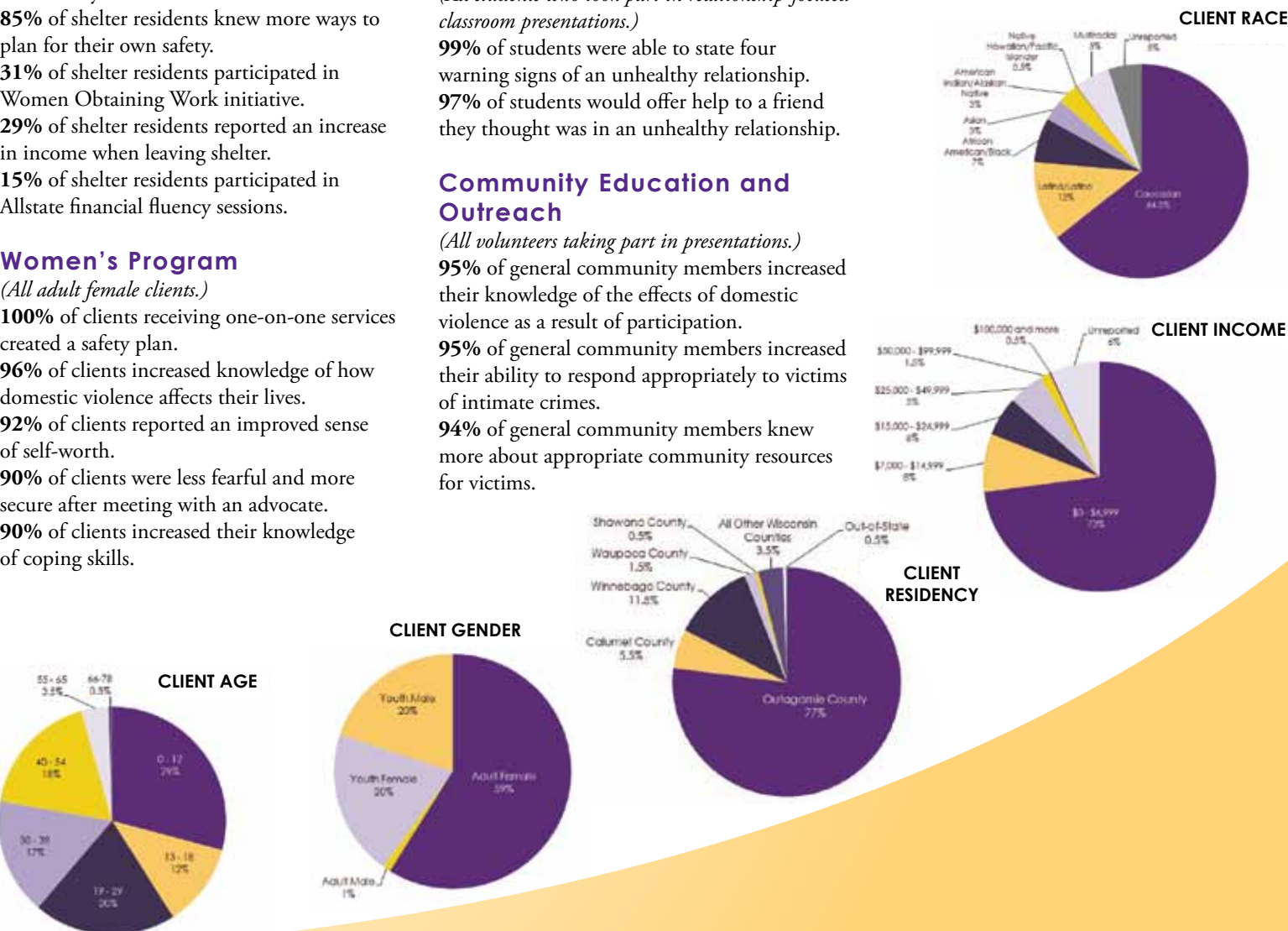
Children's Program
(All clients younger than 18.)
97% of children created a family safety plan after meeting with an advocate at least two times.
91% of mothers reported enhanced communication between parent and child.
87% of children were less fearful and felt more secure.
86% of children showed an increased knowledge of domestic violence.
85% of children demonstrated healthy coping skills after receiving services.

Prevention Education
(All students who took part in relationship-focused classroom presentations.)
99% of students were able to state four warning signs of an unhealthy relationship.
97% of students would offer help to a friend they thought was in an unhealthy relationship.

Community Education and Outreach
(All volunteers taking part in presentations.)
95% of general community members increased their knowledge of the effects of domestic violence as a result of participation.
95% of general community members increased their ability to respond appropriately to victims of intimate crimes.
94% of general community members knew more about appropriate community resources for victims.

Volunteer Program
(All volunteers completing in-house volunteer training.)
100% of volunteers increased their knowledge of the affects of domestic violence as a result of training.
100% of volunteers increased their ability to respond appropriately to victims of intimate crimes.
96% of volunteers knew more about appropriate community resources for victims.

2011 Client Demographics: Who Your Gifts Helped



Clip and send

Harbor House Annual Gift

Name: _____
Address: _____

E-mail Address: _____
Phone: _____
Employer: _____
Does your employer match your gift? ☐ yes ☐ no

Mail to: Harbor House, 720 W. Fifth St., Appleton, WI 54914
or donate securely online at www.harborhouseonline.org

Please check all that apply:

☐ \$30 ☐ \$50 ☐ \$100 ☐ \$250 ☐ \$500 ☐ Other _____

Generations of Hope Donor Circle
☐ Haven (\$1,000 - \$2,499) ☐ Help (\$2,500 - \$4,999)
☐ Hope (\$5,000+) ☐ Next Generation (\$5,000+ for three years)

Please designate my gift: ☐ Where Needed ☐ Shelter Program
☐ Women's Program ☐ Children's Program

☐ Please keep my name anonymous.
☐ Please send me your monthly in-kind needs list.
☐ Please call me regarding a gift of stock or real estate.
☐ Please send me information about making a bequest.

Permanent Bed Space Expansion Addresses Record Shelter Over-Capacity

Harbor House's Shelter Program experienced a year busier than what anyone ever could have anticipated in 2011. The year ended with 81% of the time at or over our 44-bed shelter capacity. We also served 600 women and children for 19,873 days of care, both of which were all-time highs in our agency history and a 28% increase in number served from 2010.

In September, we reached a single-day shelter census record high of 89 people. This number of people housed in a 44-bed facility called for an emergency strategy that included requesting funds to help us create more permanent beds in-shelter, as well as add more staff time to help manage caseloads through year-end.

A general request to the Community Foundation for the Fox Valley Region resulted in a generous grant from the Evelyn & Arthur Lierman Children's Fund to cover the estimated \$10,000 costs associated with adding 11 beds by permanently converting a third-floor television room into a bedroom, along with adding several beds to some of the other existing bedrooms. That permanent expansion now brings Harbor House up to a 55-bed shelter facility, one of the largest domestic violence shelters in the state.

Part-time staff members also picked up additional hours to help manage caseloads, giving residents the attention they need and deserve, regardless of shelter census numbers. Keeping caseloads at manageable levels helped ensure residents received the support needed to move beyond emergency shelter to more permanent housing. The average length of stay per client actually decreased slightly during 2011 at 34 days, down from an average of 36 days in 2010.

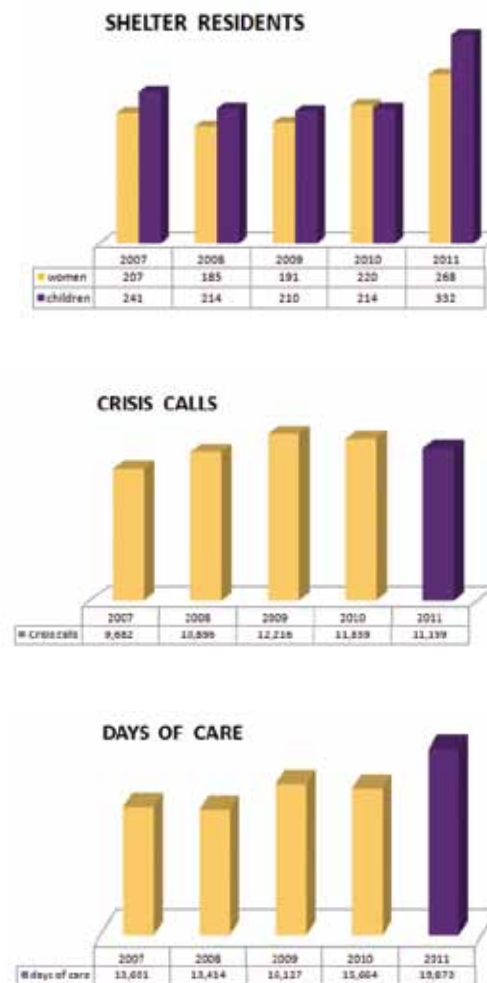
Crisis telephone calls decreased slightly, with 11,199 crisis calls taken in 2011 for an average of 31 calls per day.

While staff worked to make residents as comfortable as possible, several physical changes to the shelter itself also occurred during 2011.

Besides the expansion of bed space noted earlier, the other most significant building improvement occurred to our parking lot. The entire project was completed within a few months at a cost of \$126,999. It brought the lot to 76 standard parking spaces and four accessible spaces. We installed three light pylons, providing greater security at night, as well as chain-link fencing around the entire perimeter of the lot. We also added another security camera to monitor the lot. Before the renovation, the lot was in disrepair and not sufficiently lit to provide adequate safety and security for staff and residents at night.

On a smaller scale, but of significant importance, were two projects completed by local Eagle Scouts. David Logeman built shelving units in our Records Room, so we now have a central location for storage of all hard copies of confidential client records with room to grow. Meanwhile, Jonathon Holden completed a project in which he built customized clothing racks so we can better manage donations as they come in and make it easier to distribute those donations to clients who need them. We appreciate the hard work of these young men in making our shelter better through their community service.

As we look ahead, our Facilities Committee has identified an upgrade to our shelter elevator as the project most in need of improvement in 2012. Funds will be sought to offset the cost of this project, which are estimated at a minimum of \$35,000 and as much as \$85,000, depending on what is found once the project gets under way.



Children's Program Serves Most Ever, Prevention Drama Troupe Educates Peers

Harbor House's Children's Program is committed to meeting the needs of children who've either witnessed or personally been victimized by domestic abuse. The program serves children in-shelter, children who come for services as outside clients (one-on-one advocacy/counseling or support groups, for example) and children within the community at-large through Prevention Education in local school classrooms.

In 2011, Harbor House's Children's Program served more children than ever before. A record 332 children found safety in-shelter, a 36% increase from the number of children in-shelter in 2010.

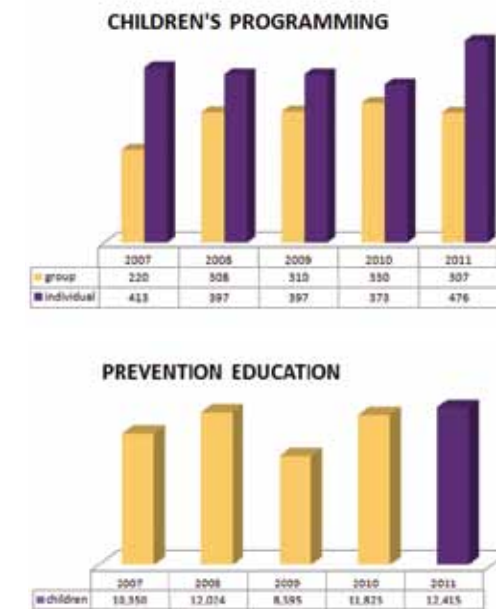
Despite this growth in-shelter, our Children's Advocate and Family Advocate were still able to help all children with their healing process, as evidenced by meeting target measures for program outcomes (see page 3). Advocates met one-on-one with 476 children for a total of 2,623 hours, and 307 children took part in support groups for 2,412 hours. Additionally, 406 children received legal advocacy.

Healing from domestic violence for many children means learning how to reclaim their lives as children. A successful play-focused partnership with the Fox Cities YMCA during the summer of 2011 helped. Two Y employees came to Harbor House weekly to lead structured children's play. Some activities emulated the PlayWorks model in which playground harmony is achieved by teaching children how to work together to solve problems.

Sometimes, educating children and youth about domestic abuse and its effects involves taking that message to them. Our Prevention Education Coordinator goes into local schools and talks about issues related to domestic violence on an age-appropriate level. In 2011, 12,415 K-12 students—the most ever in our history—took part in 366 presentations.

An especially exciting new addition to Prevention Education efforts involved the creation of Harbor House's very own teen drama troupe, Zero Tolerance.

Thanks to a grant from the Women's Fund of the Fox Valley, Zero Tolerance was born in June 2011 in collaboration with the Fox Valley Boys & Girls Club. Local teens tried out, committed to writing scripts and practiced skits to perform publicly. In September, the group debuted its work at the Women's Fund Luncheon before a crowd of 1,000.



In the fall, Zero Tolerance gave interactive performances at middle schools in Freedom, Seymour and New London. They also created public service announcements to educate through social media and on the Web. (See their videos on our Website at www.harborhouseonline.org.) Zero Tolerance is committed to bringing an anti-violence message to their peers through dramatic performance, song, dance and spoken word. They focus on bullying, dating abuse and oppression, and all performances are free-of-charge.



Hope Takes Root

4 Brothers' Story

In April 2011, the Outagamie County District Attorney's Office reached out to our Children's Advocate regarding a family in which four boys, ranging in age from 5 to 12, had been victims of their father's botched plan to kill them and then himself. There had been a history of domestic abuse within the family prior to this incident.

When the family first came into shelter, the Children's and Family Advocates worked closely with the Appleton Area School District school social workers and the boys' teachers to help everyone understand what they had been through and how to best help them adjust.

During the family's stay, advocates had multiple contacts every week with Child Protective Services, DA's office, schools and counselors. They went to court for every criminal hearing the father had, each divorce and custody hearing, attended numerous meetings with CPS, and had one-on-one meetings with mom and the boys weekly.

When the boys first came into shelter, they were mistrusting of adults and scared. As they became more comfortable after attending support groups and one-on-one meetings with advocates, they began to open up about what had happened and how they felt about it and their dad. The boys' mother was an involved parent, always willing to do anything to help her boys, even if being present was emotionally painful for her.

Today, the family is doing well. They have their own place, the boys are thriving in their new schools and most of the legal issues are behind them. Mom continues to bring the boys to group or talk to advocates by phone, as well as returning for help and support herself.

These boys almost died, and they all know that it was their father's doing and intention. Their story is a true testament to the strength of their family, their openness to let us help them and the impact Harbor House programming can have.

Financial Fluency, Economic Empowerment Highlight Women's Program Focus in 2011

Harbor House's Women's Program is dedicated not only to helping women address the needs associated with healing from domestic violence, but also works to set them on a path of self-sufficiency.

During 2011, two full-time Women's Advocates, a Family Advocate and a Legal Advocate served the needs of women seeking services, whether they were staying in-shelter or coming in as outside clients. All services offered through our Women's Program are available regardless of if women have ever stayed in-shelter. Such services include one-on-one advocacy/counseling (878 women for a total of 3,648 hours), support groups (359 women for a total of 2,847 hours) and legal advocacy (615 women for a total of 1,053 hours).

But crisis intervention services are only part of the Women's Program. Advocates also work to help women achieve financial self-sufficiency, as financial abuse and a feeling that they cannot make it financially on their own are key factors as to why women stay in abusive relationships to begin with and why they may return after they've left.

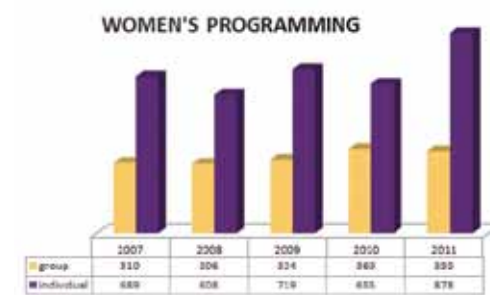
Our Women Obtaining Work (WOW) initiative continues to be a highlight in providing women with opportunities to improve their financial well-being. WOW is funded in large part by the Allstate Foundation, as well as the Myra M. & Robert L. Vandehey Foundation. It seeks to provide women opportunities for enhancing job skills and education, while removing common barriers to employment (costs associated with course work, uniforms, transportation, child care and more).

In November 2011, Harbor House's Women's Advocates Kathy Connolly and Michelle Ruhl-Ortiz were recognized as "Economic Empowerment Bridge Builders" for their work with WOW. They also led statewide training of advocates from other domestic abuse programs in Wisconsin, teaching the Allstate Financial Empowerment Curriculum.

Women enrolled in WOW can take several paths. They can work to enhance their education by obtaining GEDs/high school diplomas, specialized certifications or associate's or bachelor's degrees. Fox Valley Technical College continues to be a partner in the educational component of WOW. Women may also choose a path toward improving their job skills training through computer/keyboarding courses or cash register training with EmployAbility. Or women can build their on-the-job experiences through paid training sessions in partnership with Goodwill Industries.

Throughout 2011, West Business Services also partnered with Harbor House in its WOW initiative by helping women better prepare for their job interviews. Associates from WBS volunteered time to work with clients on resume writing, as well as speed interviewing. WBS also kept Harbor House abreast of openings for which clients may be qualified and several women were hired full time by WBS.

Moving women into affordable housing continued to be a challenge in 2011, especially in the midst of extremely high over-capacity ratios. Partnerships with COTS and Housing Partnership of the Fox Cities grew as the agencies worked together to address hurdles facing domestic abuse survivors and their needs for affordable housing.



Looking ahead, Harbor House's Women's Program plans to focus on more collaboration and partnership-building with other agencies serving women and children in Outagamie and Calumet counties. There will be continued strategic thinking about ways to address the lack of affordable housing options, as well as options to enhance self-sufficiency, financial fluency and life skill knowledge so clients can be more empowered and independent.



Hope Takes Root

Jessica's Story

"Jessica," a 29-year-old Little Chute woman, came to Harbor House in the summer of 2011 with her 1-year-old and 5-month-old daughters, seeking peace from her verbally and emotionally abusive partner.

Jessica and her partner had little income because he was on disability. He often made her feel guilty for working outside the home, so when she first came to Harbor House, she was receiving unemployment benefits as her only source of income.

While staying at Harbor House, Jessica and her Women's Advocate first talked about about safety for herself and her children. Soon, discussions began to center on her future.

Jessica dreamed of returning to school. She had a student loan that needed to be paid before this could happen, so she enrolled in the Women Obtaining Work initiative and began to upgrade her computer skills through EmployAbility and was hired to work there part time.

Jessica now lives in affordable housing. Her dream of returning to school is slowly becoming a reality. Her fear of having to return to her situation is gone. Step-by-step, she is creating a peaceful and safe life for her children and herself.

"It was difficult when I first came to Harbor House—living in a communal setting. It wasn't my home. It felt a little uncomfortable, but it felt safe," she said. "There are awesome people working there 24-7, and they actually care about you!"

Growing Community Collaborations, Policies Enhance Domestic Violence Intervention Program

Harbor House's Domestic Violence Intervention Program focuses on education for domestic abuse offenders and monitoring of law enforcement and the criminal justice system's response to domestic abuse cases.

In 2011, our DVIP Coordinators conducted 314 court-ordered assessments to determine the best path for individuals arrested in domestic abuse incidents, a 5% increase over the previous year.

But assessing offender needs is just one piece of DVIP accomplishments last year. Coordinators took part in specialized training related to military veterans who use violence in their relationships after returning home from active duty. In collaboration with the Veterans Affairs Office, Harbor House DVIP Coordinators attended a statewide Duluth Intervention Program Training on the topic. After the training, two VA staff members were invited to be a regular part of the Outagamie County Domestic Violence Intervention Team.

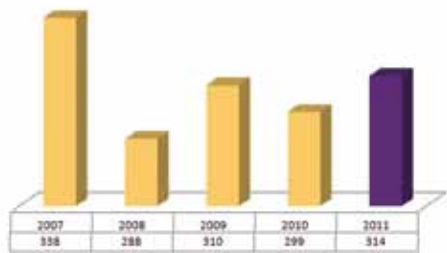
The DV Intervention Team also expanded with the addition of an Outagamie County Guardian ad Litem and staff from the Child Advocacy Center. These new members will open communication to improve the focus of child domestic abuse victims within the family court system.

Also during 2011, Harbor House encouraged and supported the Division of Community Corrections in creating a domestic violence specialized agent at the Grand Market probation office in Outagamie County. The office also served as the site for the first reduced fee domestic violence men's education group facilitated by Harbor House DVIP staff. This addition allowed for 10 more DV men's groups at any given time.

Finally, DV Intervention Team members developed an Officer-Involved Domestic Violence Arrest Response Policy to create a consistent countywide police response when a fellow officer was involved in a domestic abuse incident and considered the predominant aggressor.



OFFENDER ASSESSMENTS



Hope Takes Root

Dan's Story

"Dan," a 34-year-old Appleton man, completed Harbor House 26-week men's educational group during 2011. After the experience, he wrote the following to our Domestic Violence Intervention Program Coordinators, who facilitated his group.

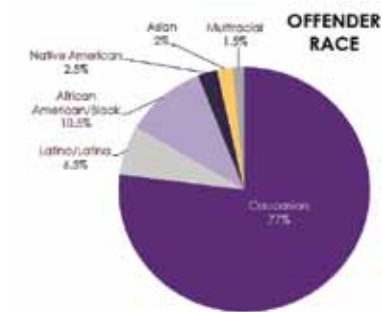
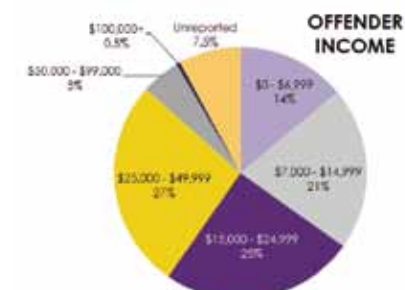
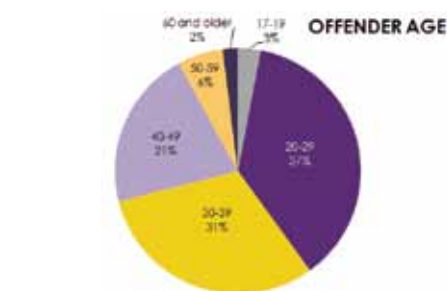
"After completing the entire DVIP and attending the Victim Impact Panel, I have learned more than I ever thought I could. It has changed how I do everything in my life. I know how to communicate better and be a non-abusive person.

Growing from this program was a need of mine and I accomplished it. Hearing the 911 tapes and the stories hit home for me. Not that it was exactly what I did, but I was able to directly relate it to my poor choices.

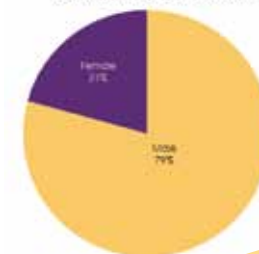
Having grown up in an abusive environment, I said I would never do any of that. I was wrong. But now I have learned new ways that have changed my life along with those around me.

I sat down with my wife after every group and shared with her more things about changes I am making and have apologized for being self-centered and controlling. I have the DVIP to thank for helping me grow and giving me the tools to be a good husband and father.

Before I entered the DVIP, I didn't see hope for me and my anger. Now I have new life and love my new life.... No one should ever go through what I put my family through."



ASSESSMENTS BY GENDER



Community Education Made Better With Partnerships & Video

Harbor House's Community Education and Outreach Program ended 2011 having completed 108 non-school appearances and 52 trainings. These presentations reached thousands of people from groups, organizations, churches and workplaces throughout Outagamie and Calumet counties.

One significant highlight of the year involved assisting the Women of Color Advisory Committee in bringing author and national speaker Butch Slaughter to the area in April to talk about his experiences as a child who'd witnessed his father kill his mother. Slaughter's powerful community presentation drew about 200 people. He also visited Harbor House to talk with shelter residents and attended the DV Intervention Program's Victim Impact Panel to share his story with offenders.

Another major accomplishment helping us educate and raise awareness was the completion of a new Website design by Autumn Hill Creative and educational video by Daniel Larson of Com-Video Productions.

We premiered the 12-minute video at our 2nd Annual Donor Appreciation Event in June to a crowd of about 100 supporters. Thereafter, the video, which was funded by a project grant from the Community Foundation, was shown to many groups and continues to be a valuable piece in our ability to educate community members about the services we offer.

Trainings among local groups continued as well. One new partnership was called Safe Zone, done with University of Wisconsin-Fox Valley staff and faculty. The need for training grew from the concern over many teen suicides among LGBT high school students. UW-FV staff wanted to be sure they were a welcoming place for all students. Topics covered included mental health, domestic violence, dating violence and diversity.

We continued our strong partnership with University of Wisconsin-Oshkosh in training nursing students, as well as training doctors in residency at UW-Health. A total of 374 health care professionals were trained during the year.



Our involvement continued with Fox Valley Voices of Men and its second annual community breakfast in June. About 300 men attended the event, which featured national speaker Tony Porter.

We further were an active partner in Appleton's first-ever Juneteenth Celebration.

Calumet County Hosts 1st-Ever Crime Victims' Rights Ceremony

Harbor House's Calumet County Rural Outreach Program is dedicated to providing all services to residents of Calumet County with a focus on the special needs domestic abuse victims face in smaller, more rural communities.

A full-time advocate staffs an office in Chilton and coordinates all aspects of programming throughout the county.

A highlight for the Calumet County program in 2011 was involvement in the county's first-ever Crime Victims' Rights Ceremony in April. Members of the Coordinated Community Response Team planned and carried out the ceremony in the County Board chambers in Chilton to show support for all victims of violent crimes. This event was especially important and meaningful in the wake of the damage former Calumet County District Attorney Ken Kratz had done to erode victims' confidence in being treated with dignity and respect within the county.

Another annual community event, the Domestic Violence Awareness Month Candlelight Vigil, also drew crowds of support. Held in October in Chilton, the vigil featured survivor speakers and performances by the Chilton High School Choir and New Holstein

High School Supporting Players (drama troupe). It was the best-attended annual Calumet County DV Month Vigil ever. Also of note was continued focus on prevention education within the local schools. Girls' Circles at Brillion Middle School continued with the completion of four Circles during 2011. These Circles are done in collaboration with the school counselor and engage at-risk girls in group activities to build confidence and reinforce positive choices.

Finally, our Calumet County Rural Outreach Advocate conducted a domestic violence training for police officers in New Holstein, upon the department's request. The two-hour training looked at domestic violence and appropriate responses to victims' needs—especially the unique fears victims face in small communities. Ten New Holstein officers took part in the training.

2011 Marks Record Year for Volunteer Program

Harbor House's Volunteer Program offers community members the opportunity to get involved with our cause, help domestic violence survivors in need and assist staff with tasks and duties that contribute to the overall smooth operation of our agency.

In 2011, 668 Harbor House volunteers donated 15,996 hours across all program areas—an all-time high in number of hours contributed by volunteers in any given year. This is equivalent to 7.5 full-time employees, which equates to a monetary value of more than \$235,000. Although these volunteers aren't giving us a monetary donation, their contribution of time helps us to save funds that can be used in other ways to further our mission.

In addition to some of the volunteer activities carried out by individual Eagle Scouts to improve our shelter facility (see page 4), many community groups and employees from local businesses assisted with projects to keep the shelter building and grounds looking its best.

One business who was especially involved with Harbor House in 2011 was West Business Services. What began as a partnership to raise funds through Jeans Day activities within their two Appleton offices grew last year to include employee volunteerism. WBS employees dedicated themselves to helping women find employment by offering resume-building and speed-interviewing workshops. We also trained their employees about domestic violence and how to support co-workers who may be experiencing it. And their human resource professionals kept us informed of job openings for which our clients might be interested in applying. Several clients were offered jobs at WBS in 2011. Additionally, WBS Vice President Dan Van Daalwyk serves on Harbor

House's Board of Directors and is actively involved in development and donor relations.

All of these efforts combined earned West Business Services and Harbor House recognition as the 2011 Business Partnership of the Year Award recipients during the annual Fox Valley Celebrating Our Volunteers event. This award also resulted in a \$5,000 monetary award to Harbor House.

Another note of significance during 2011 was the success of our annual Adopt-a-Family Program, coordinated by our Volunteer Coordinator and House Manager. The AAF Program brings together staff, volunteers and donors to help families in need of making their holidays brighter. In 2011, 70 adopters met the needs of 80 Harbor House families. Volunteers contributed an impressive 273 hours of time spent wrapping gifts, sorting, organizing and loading up gifts for recipient families.

New to the AAF Program this year was an Adopt-a-Program piece. It is an extension of the Adopt-a-Shelter component. Through Adopt-a-Shelter, adopters could buy items shelter clients needed during their stays with us. Through Adopt-a-Program, adopters had the opportunity to enhance programming by purchasing items that would enhance each program area either by making resources available to clients (books and equipment, for example) or improving resources for staff (computer equipment, for example). Dozens of adopters chose this route of giving, and the staff and clients were incredibly grateful for the generous gifts donated to improve individual program areas, making daily operations run more smoothly.



2011 Volunteer of the Year

Graciela Cabello

Graciela Cabello volunteers her time and talents in many ways at Harbor House. She sorts donations, translates for and personally connects with Spanish-speaking clients and recently joined our crisis line volunteer team.

In the two-and-a-half years she's been volunteering, Graciela has shown she is the type of volunteer who is eager to help whenever and wherever she is needed. From the second she enters the building, her flexibility and grace is apparent to anyone who needs her help. She is consistent, reliable and continues to come back because she actively believes in our mission and lives it out in her own life.

In 2011, Graciela completed 80 hours of volunteer work. Besides the time she spends volunteering, Graciela also puts in many hours at her job and as a full-time mom of three young children.

2011 Volunteer Award Honorees

Adult Volunteer of the Year
Graciela Cabello

Teen Volunteer of the Year
Connor Schoelzel

Business Partnership of the Year
West Business Services

2011 Board of Directors

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Lisa Welko
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Beth Schnorr
Harbor House

Generations of Hope Donor Circle

The Generations of Hope Donor Circle marked its third year during 2011. Giving within the Circle increased another 7% from 2010 levels for a total of \$189,499. There were 31 new donors to join the Circle at the minimum \$1,000 giving level or greater.

Circle donors do not include event sponsors or grant sources. They are denoted in the list as follows:

*The Haven level recognizes gifts of \$1,000 to \$2,499.

**The Help level recognizes gifts of \$2,500 to \$4,999.

***The Hope level recognizes gifts of \$5,000 or more.

ACES/Xavier Education System
Affinity Health System
Ahrens, Debra & Thomas
Ahrens, Michael & Malissa
Ahrens, Steven & Dawn
Alliant Energy Foundation
Allstate Giving Campaign
Alta Resources-Neenah
Altmeier, Judith
Altobelli, Jodie*
Alumni Club of Appleton
American Legion Auxiliary
American National Bank Fox Cities
Anciaux, Marian & Willis
Andersen, John & Phyllis
Anderson, Ann & John
Anderson, Jack & Kathy
Anderson, Marian
Anderson, William & Mary
Angels Forever
Anheier, Richard & Carol
Anonymous (11)
Ansoorge, Kimberly & David
Appelziz, Inc. (Hof Hof Mongolian Grill)
Appleton
Appleton Bicycle Shop
Appleton Cardiology Associates Community Fund*
Appleton Cooled
Appleton Crankshaft Service, Inc.
Appleton East High School
Appleton Faith Lutheran MOPS
Appleton Noon Lions Club
Appleton North High School
Archbold, Timothy & Mary
Arent, Timothy & Kerry*
Arntzen, Merdon & Faith
Artistic Cakes & Cookies
Asmuth, Barbara
Associated Financial Group
Astorga, Ofilia
AT&T
Aurora Health Care
Austin, Mark & Jill
Avenue Art & Co.*
Avenue Cain & Jewelry Corp.
AZCO, Inc.*
B & H Handbags, LLC
Babaca, Sabina & Moody
Badger Mining Corporation
Badger Plug*
Bahcall Rubber Co., Inc.*
Bailey, Donna
Baker, Mark & Sharon
Baker, Michael & Roberta
Baltman, Rebecca
Baria, Jennifer
Barczak, Craig & Barbara
Barker, Pamela
Barkmeier, John & Mary
Barragry, John & Judith
Barter, Catherine
Barwick, Lynn
Bass, Samuel & Rachel
Bassing, Barbara Ljowski
Bates-Schmitt, Diane
Batley, Richard & Lori
Bauernfeind, James & Arlene
Bauman, Amy
Baumgartner, Kurt & Linda
Beatty, Shawn
Beaudoin, Clifford & Roberto
Began, Patrick & Sandra
Behle, Joan & James
Behling, Luke & Christina
Beiter, Joseph & Natalie
Bell, John & Barbara
Bentley, Charles Foundation
Benish, Lawrence & Judy
Benz, Doug & Christina
Bergman, Terry & Carole
Richard & Jennifer Bergstrom Fund*
Bernier, Eugene & Susan
Bero, Carrie & Danny
Bero, William & Patricia

Berton, Cynthia
Bertrand, Mark
Beschts, C.W. & M.S.
Bettlers, Linda & Roy
Beverlin, Merry
Beyer, Thomas & Barbara Bermel
Bezela, Steven & Diane
Bhatia, Pranjali
Bickel, William & Julie
Biese, Agnes & John
Biesiadcki, Paul & Diane
Biky, Kristine
Bissett, Daniel & Colleen
Blair, Leon & Karla
Bloke, Alan & Sharon
Blighfield, Bryan & Rebecca
Blattner, Tracy & Jason
Block, Jerome & Carol
Bloedow, Willis & Ruth
Bockenfeld, Melody
Bodart Electric Service, Inc.**
Boettcher, Karen
Bohatschek, Steven
Boldt, Christine & Dennis
Boldt, James
Boldt, Linda
Boldt, Oscar & Patricia*
Bollenbeck, Frances
Bons, Gerard & Sharon
Botanical Indulgence
Appleton Faith Lutheran MOPS
Boulder Nonlinear Systems, Inc.
Boushley, Patricia
Bowles, Emily
Boyer, Heather Irene
Braatz, Richard & Theresa
Bradish, John & Rita
Bradley, John H. VA CBCO
Bradshaw, Paul & Shelby
Breaking the Silence/TraJa Foundation
Breister, James & Kay
Brewster Village
Bracco, Jillene & Randall
Bracco, Joanne
Brillion City Community Drive
Brochtrup, Mary Ann
Bradell, Bill & Holly
Brooker, Sharon
Brooks, Mark & Kristine
Brown County United Way
Brown, Andrea
Brown, Carmen
Brown, Susan & Robert
Brownie-Junior Troop 2599
Brucker, Bob & Maxine*
Brusk, Cindy
Bubblitz, Thane & Melissa
Buchanan, David & Julie
Buchtla, Jeff & Cindy
Budiak, Maureen & Rudy
Buetlow, Ross & Jennifer
Burkhardt, James & Linda
Burr, Randy & Dawn
Buschke, Virginia
Buth, Douglas & Gayle
Button-Lison, Terri
Button, Alan & Christina
Joyce & Otto Bylot Family Fund*
Carlson, Dale & Carol
Carlson, Jill
Carlson, John & Roberto
Carmichael, James & Carmelita
Carr, Erik & Karianne
Casey, Terry
Catholic Club Association
Catholic Daughters of the Americas
Calkin, Mark & Marilyn
Charity Circle of Kings Daughters & Sons*
Chelsky, Dr. Mark & Katie
Chiropractic Health & Rehab Center
Christ the Rock
Christensen, Aaron
Christensen, Scott & Sarah
The Christian Woman's Guild
City of Appleton

City of Appleton - Dept of Public Works
CJB Ventures, Inc.
Clark, Alissa & Louis
Clark, Andrea
Clark, Harold
Cloud, Mr. & Mrs. Dan
Cloud, Steven & Joanne
CMB Wireless Group, LLC/Verizon Hopeline
Program***
Coakley, James & Margit Kindel
Coadner, Carol & Gregory
Coenen, Christy
Collins, Diane
Collins, Linda & Eugene
Colyar, Michelle
Community Blood Center, Inc.
Community First Credit Union
Community Foundation for the Fox Valley Region
Conkey, Julian & Marjorie
Conley, Cindy
Connolly, Kathleen & Jordan Kuczwara
Convergys
Corbett, Hugh & Diantha
Cosgrove, Janet
Couillard, Barbara
Geoffrey T. Crowley Family Foundation***
Cramer, Robert & Barbara
Creative Group, Inc.
Cross, Judy
Crystal Print Foundation, Inc.**
Culligan, Judith & Robert
Curtis, Roger
Customers of Revive
Dabke, Theodore & Janet
Dais, John & Joan Lauby
Danner, Joni
Daring, Dr. Raymon
Davis, David & Diana
Davis, Rosemary
Davis, Scott & Serena
Dawson, Terry & Marsha
De Salvatore, Courtney
DeBoer, Kimberly & Thomas
DeBruin, Deborah
DeBruin, Mark & Nora
DeCoster, Paul
DeGoey, James & Patricia
DeHart, Timothy & Sheryl
Deimer Family Trust
Deimer, Judith & James
Delta Kappa Gamma
Demerath, Judith & Michael
Dennell, Evelyn
Desel Results, Dawn & Richard
Density By Design Ltd.
Derber, David
Dernbach, Suzanne & Robert
Desens, Jessica
DeShaney, Jim & Judy
Defienne, Richard & Susan
Curt & Jean Defien Fund*
Diana, George & Darleen
Dickrell, Karen
Dieck, Paul & Tara
Diemeier, Pat & Ron
Dillenberg, Teri
Dillenburg, Matthew & Judith
Dillon, Molly
DiNardo, James
Dishno, Barbara & Dale
Doering, Patricia & William
Donaldson, Christy
Donaldson, Gary & Catherine
Donley, Scott & Courtney Gray
R. R. Donnelly
Doughman, Lori
Gordon, Troy & Shawn
Douglass, Milam
Gosse, Dennis
Mary Downs Revocable Trust*
Draves, Julie
Bradshaw, Paul & Dale
Duchow, CayeLynn
Duckport, Sharon
Duerr, Gregory & Sharon
Duncombe, David & Claudena Skran
Dunlavy, Timothy & Yvonne
Dunphy, Craig & Rebecca*
Durkee, C. Raymond & Mary
Duell, Melodi
Ebben, Marvin & Mattie
Ebben, Sara
Ebert, Wayne & Michelle
Echols, Jennifer
Economy Appliance Service
Etelrex, Inc.
Eisenberg, Dean & Ann
Elephant and Castle Inc.
Ellsworth, Geraldine***
Elmer, Ruth
Emmanuel United Methodist Church
Empire Education Group, Inc.
Robert & Patricia Endies Family Foundation*
Englebert, Tom & Sue
Engler Jr., William
Engler, William & Laurie
Erickson & Associates, S.C.
Ernst, Diane
Ertl, David
Ester, Leota & Leland*
Evergreen Credit Union
Evers, Michael & Lynn
Evers, Terry & Kelly
Fairchild, Jennifer & Ronnie
Faith Adult Fellowship
Faith Community United Methodist Church
Faith Lutheran Church Board of Human Care
Faith Technologies, Inc.
Farrar, Charles
Fannin, Laurie
Nancy & Howard Farrand Family Fund**
Faulks, Patti & Thomas
Felton, Carol
Felton, Gregory & Joanne
Fenlon, Sharon & John
Fickell, Julia & Craig

Fiction Club
Fidelity Charitable Gift Fund*
Fiebig, Debra & Brian
Financial Recoveries, Inc.
First Congregational United Church
First Presbyterian Church of Neenah
First Presbyterian Church of Weyauwega
Fischer, Wanda & Allen
Fish, George & Mary Ellen
Fisher, Barbara
C. Fisher, Inc.
Flanagan, Stephanie
Flannery, Dan & Mary
Flannery, Melanie
Fleming, Katherine
Flores, K. B. & A. J.
Foate, Cynthia & Dean***
Follen, Maurice & Sarah
Forster, Irene & Clifford
Four Winds Ventures LLC
Fournier, Charmian
Fowler, Judson & Mary Beth
Fox Cities Chapter I.A.A.P.
Fox Cities Stadium Charitable***
Fox Communities Credit Union*
Fox Valley Early Birds
Fox, Connie
Fox, Sherry
Franz, Angela
Frassetto, Patricia
Frawley, Thomas
Friedrich, James & Colleen
Friends Class First Presbyterian Church
Friend, Kay
Fuelleman, Sarah
Gabriel Furniture
Gaffney, Alisa & Ryan
Gaffney, Steven & Patricia
Gagnow, Kathleen & Richard
Gamm, David & Julie
Gannett Foundation - Matching
GAP Foundation Money for Time Program
Garetson, Deb
Garl, Traeton & Alison
Geerts, Jim & Lynne*
Gehi, Wendy & Charles
Robert & Natalie Gehringer Fund*
Gehrman, Gordon & Dorothy
Geiser, Rosann & Dorothy Mathews
Gelhar, Benjamin
General Beer Northeast, Inc.
Georgens, R. F. & Mary
Gerardon, Sally & Louis
Gerrity, Sarah
Geel Results, Dawn & Richard
Geurts, Alvin & (Ellipse Fitness)
Gibson, Elizabeth*
Giebel, Melissa & Brian
Giffin, Michael & Vonnice
Gilbertson, Betty
Gilsdorf, Daniel
Dieck, Paul & Tara
Diemeier, Pat & Ron
Dillenberg, Teri
Dillenburg, Matthew & Judith
Dillon, Molly
DiNardo, James
Dishno, Barbara & Dale
Doering, Patricia & William
Donaldson, Christy
Donaldson, Gary & Catherine
Donley, Scott & Courtney Gray
R. R. Donnelly
Doughman, Lori
Gordon, Troy & Shawn
Douglass, Milam
Gosse, Dennis
Mary Downs Revocable Trust*
Draves, Julie
Bradshaw, Paul & Dale
Duchow, CayeLynn
Duckport, Sharon
Duerr, Gregory & Sharon
Duncombe, David & Claudena Skran
Dunlavy, Timothy & Yvonne
Dunphy, Craig & Rebecca*
Durkee, C. Raymond & Mary
Duell, Melodi
Ebben, Marvin & Mattie
Ebben, Sara
Ebert, Wayne & Michelle
Echols, Jennifer
Economy Appliance Service
Etelrex, Inc.
Eisenberg, Dean & Ann
Elephant and Castle Inc.
Ellsworth, Geraldine***
Elmer, Ruth
Emmanuel United Methodist Church
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Robert & Patricia Endies Family Foundation*
Englebert, Tom & Sue
Engler Jr., William
Engler, William & Laurie
Erickson & Associates, S.C.
Ernst, Diane
Ertl, David
Ester, Leota & Leland*
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Evers, Michael & Lynn
Evers, Terry & Kelly
Fairchild, Jennifer & Ronnie
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Faith Community United Methodist Church
Faith Lutheran Church Board of Human Care
Faith Technologies, Inc.
Farrar, Charles
Fannin, Laurie
Nancy & Howard Farrand Family Fund**
Faulks, Patti & Thomas
Felton, Carol
Felton, Gregory & Joanne
Fenlon, Sharon & John
Fickell, Julia & Craig

Hartwig Family Foundation**
Fidelity Charitable Gift Fund*
Heart of the Valley Senior Service Club
Bethjo Heckrodt Charitable Fund**
Heckrodt, Frank & Florence
Heffron, Robert & Geraldyn
Hein-Swaab, Julianne
Hein, Crystal
Heindl, Joan
Help for Homeless
Hemauer, Joseph & Sylvia
Hendrick, James & Amy
Henke, Laura
Hering Family Trust
Hering, Karen & David Hammond
Hering, Neil & Elizabeth
Heritage Woods/Peabody Manor
Hermesen, Julie & Paul
Hermesen, Patricia
Herres, Sandy
Herrick, Jennifer & Timothy
Herrling, Andrew & Kay
Hey Daisy
Heyes, Edward
Hildebrand, Ronald & Debora
Hill, Autumn
Hilgen, Christopher & Amy Servais
Hitz, Tonya & Nathan
Hoehne, Kristin
Hoerning, Lisa & Paul
Hoffman, Kurtis & Kathleen
Hoffmann, Charles & Joanne*
Hoffman, John & Rose
Lamine, Tammy & Jeremie
Holcomb, Robert & Julie
Holy Family Parish
Hopp, Nathan & Rachael
Hortonville Council of Catholic Women
Hortynski, Diane
Houfek, Christine
Hubbard Feeds Inc.
Hueftl, Bill
Hug, Judith
Hughes, Leonard & Lisa
Hulce, Sharon
Hummel, Alex & Brenda Haines
Hurley, Paul
Hurst, Jerry & Melody
Huth, Paul & Betty Jane
Huzzar, Michael
Idlas, Margaret & Scott
Illinois Tool Works Foundation*
Immaculate Conception Church
Immanuel United Church of Christ
In Times Past
Indira Salon & Spa
Integrity Insurance
Jack's Maintenance Service, Inc.
Jacob & Trisha Vande Voort
Jacobson, Kurt & Donna
Jakubek, David
Jakubek, Jerry & Janet
Jamison, Linda
Jamison, Mark & Adriana
John & Shirley Jansen Memorial Fund
Jansen, Jr., Jean & Patrick
Janssen, Clifford & Patricia
Janssen, Jerry & Carol
Jarchow, Helen
Jason & Melissa Brozek
Javenkoski, Claudia
Jensen, Joan
Jenson, Audrey & Robert
Jewellers Mutual Insurance Co. (charitable giving fund)*, company, matching)*
Good Shepherd Christian Service Guild
GoodSearch
JMC Sports Bar, LLC**
Joan Dean
Johns, Jonathan
Johnson Bank
Johnson, Barbara & Norman
Johnson, Joanne & Bruce
Johnson, Mandy
Johnson, Shelly
Johnston Elementary School
Johnston/Montessori Elementary
Jokela, William & Cathleen
Jones, Richard & Carolyn
Jordan, William & Dorian Samskar Jordan*
Joslin, Shawn & Susan
Just Act Natural, LLC
Kabat, Kevin & Joyce
Kabat, Sandra & Paul
Kahl, Joanne
Kann, Jeffrey & Terry Trickle
Kargus, Jeffrey & Beverly
Karls, Gary
Karls, Paul & Janet
Karnes, Amy & Robert
Kasten, Cindy
Kaukauna High School
Kaukauna Veterinary Clinic
Kay, Tejdeep
Keebaugh, Vonnice
Keller, Inc.
J. J. Keller & Associates, Inc./ J. J. Keller
Foundation***
Keller, Charles
Kelly Hsu, Pei Chin
Kelly, Barbara & William
Kelly, Kadijah
Kennedy, Shannon & William Shepard***
Kern, Andrew & Patty
Kestell, Chris
Kewley, Richard
Kewley, Suzanne
KeyBank National Association
Killorean, D.J. & Carol
Kim-Corn Promotions Ltd.
Kim Central Credit Union
Kimberly-Clark (company, foundation, Land
Events, PMO Team)
King, Bruce
King, Thomas & Marsha
Kisinger, Patricia & Karl
Kitzman, George & Kay
Kiwanis Club of Appleton - Golden K
Klein, Christine & Donald
Knezel, Jeffery & Shelby

Knick, Jeffrey & Beth
Kobussen Busses Ltd.
Koch, Renee
Koenigs, Sharon
Koester, Beverly
Kohl, Dale & Jill
Kolosso Toyota - Scion**
Kolosso, Barbara & Jim*
Kolosso, William & Karen*
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Koskine, Yvette & Dale
Koskine, Donald
Koula, Gilbert & Janine Buffo
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Lammers, Denny & Jan
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Landgraf, Robert & Becky
Lang, Cosette
Langner, Douglas & Donna Diemeier Langner
Larsen-Winchester Lions Club
Learnman-Schaller Auxiliary 2732
Ledgview Partners LLC
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Lee, William & Carol
Leekley, Lorna
Legacy
Lehman, Todd
Lemke-Rochan, Andrea & Gregory
Lenius, Erin
Leppala, Stacy
Leschke, Perter & Nancy
Lewerenz, Kevin & Loriann
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Lewis, Robert & Judith McAllister
Ley, Lisa
Lhost, Kathleen
Lynch, Charles & Kathleen
Lythjohan, Herbert & Doris
M&I Marshall & Iley Bank - Chilton
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Mader, Richard & Shirley
Maher, James & Andrea
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Mahony, Barbara*
Malmner, Eric
Dr. Abdul & Nasreen Majid Fund**
Maki, Dale & Lori
Maki, Mary Lee
Malone, Allan & Gale
Mantey, Kim & Richard
Marhefke, Jessica & Steven
Marin, Lori
Marnocha, Mark & Suzanne
Marose, Kelly
Marshall, Kristen & Toni Lang
Martin, Cy Ann
Martin, William & Marie
Martine, Thomas & Jessica
Marx, Karen
Mary & Martha Circle
Massage Connection
Maurer, Timothy & Sherri
Mauritz, Tami
McCarthy, Lori
McCarthy Law LLP
McClune Insurance Group
McComber, Rita
McCormick Bernice & John
McCormick, Joan
McCrary, Richard
McDermott Jr., James & Judylyn
McFadden, John & Susan
McKay Jr., Sherwood
McKee, Dr. Charles & Lesley
McKinley-Larabee, Monica
McKinnon, Dan & Sandy
McManus, Roy & Betty
McMurtine, Jon *
Mega Motorworks, Inc.
Mehrotra, Richa
Meiers, Bruce & Patti
Meints, Amy
Melville, Jason & Jennifer
Memorial Presbyterian Church*
Menasha Corp./Menasha Corp. Foundation
Mendes, Anna Paula Serpa
Mennen, Gary & Carol

Mennen, J. & S.
Menting, Kris
Menzel, Amy & Michael
Meredith, Tim & Lisa
Merrill Lynch
Metko, Lana
Michelson, Robert & Judith
Mickelson, Robert & Judy
Mid-Day Women's Alliance***
Mielke Family Foundation***
Miskine, Yvette & Dale
Millard, Lisa & Dave
Miller Electric Manufacturing Co.*
Miller, E.J. & M.S. O'Gana
Miller, Gwen
Miller, Lisa
Miller, Samuel & Nadine
Mirker, Hannan
Mischler, Cindy
Miserlian, Jason & Staci
Moberg, Marian & Robert
Modern Business Machines
Mogensen, Karen & Gregory
Moore, John & Amy
Morgen, Michael & Paula
Morrell, Helen & Kevin
Mory, Alan & Jean
Motschman, Maureen
Muellemans, Joseph & Sandra
Muellenbach, Mary
Mueller, Larry & Lori
Mueller, Nancy
Mueller, Rose
Mueller, Stephanie
Muller, Jacely & Brad
Mumford, Dina & Scot
Munchiez Pizzeria
Murray Photo & Video, Inc.
Murray, Bernice
Murray, Michael & Constance***
Mutschler, Peter & Kathryn Cofel-Mutschler
Mystical Earth Gallery
Nabbefeld, Wayne & Michael
Nankervis, Anne & Carolyn
Natali, Daniel & Debbi
National Mutual Benefit Branch 613
Natural Healthy Concepts
Natze, Kerry
Navine, Kenneth
Needham, Todd & Ellen
Nelessen, Michael & Julie
Nelson, G. C. & Mary
Nelson, Herbert & Marjorie
Nelson, Mitchell & Ruth
Nelson, Theodore & Sharon
Nemeczek, Donna
Network For Good
Neuman, Elizabeth & Charles
New Holstein Community Chest
New Horizons 4-H Club
Newlun, Kipp & Sarah
Nickel, Allen & Jamie
Nickels, Timothy & Gale
Nicolet National Bank
Nielsen, Jeffrey
Nienhaus, Mary Beth
Noll, Michael & Shelia
North Star Asset Management, Inc.*
Nussbaum, John & Sandra***
Nussbaum, Mary & James
O'Brien, Michael & Becky
O'Connor, Marian***
O'Neill, Sandra
O'Reilly, Robin
Odegard, Ron & Kathryn
Ogilvie, Douglas & Myrtle*
Ohlberg, Daryl & Lori
Olson, Eldrid
Olson, Mabel
Omni Resources, Inc.
Oneida Tribe of Indians of Wisconsin***
Opacich, Meg
Oppelt, Jeffrey & Judy
Oral Maxillofacial Surgery
Tom Oshanter Golf League
Oshkash Corporation Foundation
Ostwald, Marcia & Michael
Oudenhoven, Mary
Outagamie County
Outlook Graphics*
Pagoni's Pizza
Pahl, Barbara
Painting, Paul & Julie
Pamperin, Amy
Patino, Fermin & Ana Avella
Pawlak, Barbara
Peck, David & Karen
Peck Performance Physical
Peddecord, Mark
Pekarske, Michael & Karen
Pendleton, Sheryl & Jon
Penkala, Ann & Stephen
Peot, Lois
Periak, Lynn
Perreault, William & Marvia
Perry, Scott & Barbara
Peshek, Damaris
Peters, Virginia
Peterson, Daniel & Lisa Lamour-Peterson
Pfefferle, James & Karen
Pfle, Steven & Sarah
Picard, Jennifer
Pienckowski, Connor
Pine Creek 4-H Club
Piachinski, Marilyn & Eugene
Piamann, Corey
Pianert, Tracy & Tina
Piantkowski, Janet*
Plehn, Amy
Plessner, Mary
Plexus Corp.*
Plowman, Killy
Polenske, Jeffrey & Ellen
Pantow, Gerald & Debra

Poole, John & Susan**
Popp, Kimberly
Porter, Michael & Cynthia
Porto, Michelle
Postlethwaite, Martha
Paulsen, Todd & Nancy
Powell, Michael & Stacy*
Powers, Norman & Joyce
Precious Paws
Predayna, Steve & Mary Kay
Presbyterian Women
Prickeley, Jeffrey & Mary
Pritzl, Amy
Promise Fund*
Brigid Guy-Prosser Little Women's Fund
Prudential Foundation Matching Gifts
Purdy, Bruce & Barbara, Trust
Quinn, David & Kimberly
Quinn, Jenna & Anna Rettler
Quinonez, Eduardo & Miriam
Radtke, Joan
Radtke, William & Connie
Ramsey, Bethany
Rathsack, Regina
Raue, Ellen
The Real Estate Group Foundation Fund*
Rebholz, Terry & Jean
Recla, Ginny
Reich, Timothy & Bonnie
Reigel, Steven
Reigh, Wendy
Reimer, Carol & George Reddin
Reini, Thomas & Nancy
Reissmann, Ronald & Cheryl
Remic III, Walter & Anna
Renaud, Edwin & Mary
Renier, Myron & Audrey
Resick, James & Jacqueline
Richter, James & Laurie
Richter, Lyle & Christine
Ridgeway, Phil
Rieck, Cynthia
Riedl, James & Alyce
Riemer, Marilyn
Rivera, Ligia
Rivera, Madeline & Hector Bezars
Rivard, Susan
Roberts, Cynthia & Neal
Roberts, John & Florence
Roberts, Kevin & Joan
Roe, Phillip & Ellen
Roeder, James & Emily
Rogers, Dale
Rogers, Michael & Leah
Roldan, Ralph
Rohloff, Janet*
Roloff, Marion (Mernie)
Roma, Denise
Rommies, Christopher
Rosch, Frank & Paulette
Rosebush, Marjorie Johnson
Roy, Joan
Rugland, Walter & Amelia
Ruhl-Ortiz, Michelle
Ruhsam, Richard & Kathy
Rundquist, Charles & Lea
Rusler, James & Cynthia
Sabbe, Amy & Philip
Sabrowsky, Dave
Sakai, Stephen & Kim
Doug & Carla Salmon Foundation*
Sanderfoot, Heidi
Sanderfoot, Michael & Roseanne
Sandlin, Bernie & Pat
Sara Lee Foods*
Saulnier, Gregory & Pamela
Saulnier, Richard & Sandra
Sullivan, James & Sandra
Sullivan, Inc.
Summers, Stephen & Donna
Sunmicht, Steven & Karen Hertz-Sunmicht
Supple Fondue, LLC
Swayne, Robert & Jean
Sweeney, James & Mary Ellen
Swichtenberg, Robert & Judy
Sykes, Melissa & Robert
Taubel, Suzanne
Teedle, William & Linda
Templin, Robert & Kay
Tennie's Jewelry
Tessner, Michael & Michelle
Thanksgiving Trekkers
Theda Behavioral Health*
Theda Care***
Therian Van Asten, Mary Jeanne
Therrien Insurance Agency LLC
Thomas, Ashly
Thompson, John
Thompson, Keith & Bobbie
Thompson, Nicholas & Nicole
Thompson, William & Dorothy
Thomsen, David & Karen
Thot, Xon & Nui Yang
Thrivent Financial Bank**
Thrivent Financial for Lutherans (company, matching, foundation)***
Tiedt, Cheryl
Tougas, Timothy & Pamela*
Tousey, Richard & Linda
Toussaint Family Fund*
Toyota Dealer Match Program**
Tremi, Beth & Don
Trempe, Julie & David
Tribble, Lori & Derrick
Trudel, James & Rebecca
TSMALL, LLC
Tungate, Evan
Tungate, Lynn & Brad
Turner, Wade & Maria
U.S. Venture, Inc.*
Ullrich, Richard & Virginia
Ulfenbroek, Jill
Ullrich, Peter & Cari
Frank C. Shattuck Community Fund*
Shepard, Donald & Jane Barrows Shepard
Jane & Tad Shepard Family Foundation

Shepherd of the River Church
Shet, Adilee
Shet, Kavita
Shet, Ramakant & Aruna
The Shimmly Shoppe
Shober, Arnold & Megan
Shoemaker, Pat
Short, Chelsie
Scilliano, George & Brenda
William A. Slekman Foundation
Slesnick, Yvette & Dale
Sierra, Georgia
Siewert, Suzanne & Philip
Simon, David & Judith
Simon, Jorge & Hsing-Yi Hsieh
Simon, Richard & Judith
Simpson, Katharine
Singler, Elizabeth & Donald
Spin, Elizabeth
Sitaram, Vikram
Skær, Ted & Carolyn
Slinger, Jesse & Angela
Smbolic, Jen
Smith, Christopher & Laura
Smith, Julia & Tammy
Smith, Sarah
Smith, Shena
Theda Clark Smith Foundation*
Smits, Mark & Tammy Senk
Smits, Meghan
Smudde, Ralph & Mark Brithnacher
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Soland, Mary
Soland, Yvonne
Spanagel, Ellen
Spangenberg, Betty
Spaude, Barb
Sperber, Karen
Spulak, Rebecca & Zachary
Smka, Robert & Linda
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St. Bernadette Congregation
St. Denis Catholic Church
St. Elizabeth Hospital Community Foundation
St. Gabriel School
St. John's Thrift Store*
St. Joseph Middle School
St. Mary Magdalene Catholic Faith Church
St. Patrick's Catholic Church
St. Pius X Congregation
St. Thomas More Congregation
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Stage, Lisa
Stam, Michael & Rita
Stalace, Brian & Catherine
Staskal, Milton & Trudy*
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Steiner, Gregory & Mary Sullivan
Stellmacher, Jon & Rebecca*
Stenz, Jane & Mark
Stieber, Daniel & Hedy
Stiles, Richard & Donna
Stilp, Bonnie & Joseph
Stockbridge Red Hat Ladies
Stoeger, Mark
Stoeger, Robert & Debra
Strange, John & Shirley
Straw, John
Streubel, Adam & Lynn
Studio 213 LLC
Stumpf, Leslie & Darlene
Sturtevant, Karl
Styles Etc.
Suburban Electrical
Sullivan, James & Sandra
Sullivan, Inc.
Summers, Stephen & Donna
Sunmicht, Steven & Karen Hertz-Sunmicht
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United Fund of Chilton
United Fund of Hortonville
United Methodist Women
United Steel Workers International Union
United Way Fox Cities
United Way of Greater Milwaukee, Inc.
United Way of New London
United Way of New York City
University of Wisconsin-Fox Valley
Unness, Mark & Heather
Vackovic, David & Amy
Valafsky, Teresa
Valley Bakers
Van Alstine, Kelly
Van Dinter, Donald & Roxanne
Van Ert, Sandra
Van Eyck, Michael & Kristine
Van Gorp-Rettler, Barbara
Van Handel, Kurt & Alicia
Van Roy, Richard & Eileen
Van Schyndel, Joseph & Kathleen
Roger & Lynn Van Vreede Charitable Fund*
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Van Daalwyk, Daniel & Jose Morales
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Vanden Boogaart, Jane & Rick
Vanden Heuvel, Robert & Reyne
Vanden Wyngaard, Kirk & Jennifer
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Vandenbergh, Douglas & Stacey
Vandenbergh, Lyle & Kay
Vandenwyndelberg, Michael & Nancy
Vander Hayden, Heather
Vansevenhoven, Donna & Donald
VanGompel, Michelle & Chad
Vanhandel, John & Traycee England
VanRyzin, Dee & Steve
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Verhasselt, Wendy & Donald
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Verstegen, Jo Ann & Clifford
Verstegen, Mark & Cathleen Trubea
Verstegen, Mary & Ken
Verstegen, Renoe & Bradley
Veum, David & Victoria Bennet-Veum
Voelch, Patricia
Vogel, Bruce & Jeanne
Volkman, Dale & Karen
Voe, Chay & Mysee
Wagner, Wendy
Wallace, Brian & Catherine
Wallace, Clarence & Dolores
Walsh, Cyril & Christine Newton
Wara, Richard & Donna
Washtatka, Dawn & Mark
Wasinger, Corey & Ann
Watkins, Lisa & Scott
Walters, Roger & Katherine
Weber, Steven & Debra
Weiss, Ronald & Cilne
Welhouse, Anthony & Kathleen
Welhouse, D. J. & K. M.
Welhoefter, Randal & Jodi
Wells Fargo Bank
Wells Fargo Community Support Campaign
Wentzel, Tom & Barbara
Werner, Amy & Dave
Werner, Davis & Anne-Marie
Dorothy Werner Family Foundation*
Werner, Graham
Werner, Jeffrey
Werner, Sara
Wessing, Reinhard & Rita
West Business Services***
West, Susan & Timothy Wycott
Westbergold, Jody
Westbrook, Daniel & Connie
Wetts, Nicole
Wetzel Jr., William & Kimberly
Swichtenberg, Robert & Judy
Sykes, Melissa & Robert
Taubel, Suzanne
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Harbor House Domestic Abuse Programs
720 W. Fifth Street
Appleton, WI 54914

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54911

Vision, Mission and Strategic Initiatives

Our Vision

To create a community committed to peace and equality through positive, innovative and holistic programming.

Our Mission

To lead a community-wide partnership in the prevention of domestic violence and abuse, and to offer safety and support to diverse families in crisis.

Strategic Initiatives

Succeed in Preventing Domestic Violence

To prevent domestic violence, we need to work to engage the community toward social change by offering new programs and services that are aimed at altering violent and oppressive beliefs, attitudes, social norms and institutional structures.

Meet the Needs of a More Diverse Population

The Fox Valley region encompasses many subgroups, culturally and socio-economically, with varying physical and mental abilities, who comprise the total community. Harbor House will strive to understand these groups and develop programs and communications that are responsive to their needs.

Increase Involvement and Diversity of Board and Committee Members

Encouraging diverse volunteerism is critical to the success of Harbor House Domestic Abuse Programs. Recruitment of diverse board members, committee members and general volunteers will increase the sphere of influence and support to help in maintaining a safe, functional and financially secure organization.

Maintain a Financially Secure Organization

To prevent domestic violence, Harbor House needs to be a financially secure organization capable of supporting its short- and long-term strategic programs.

Haven. Help. Hope.

Main Shelter Location

720 W. Fifth Street, Appleton, WI 54914

Phone: 920-832-1666

Toll-Free: 800-970-1171

Fax: 920-832-1622

E-mail: hhdap@harborhousedap.org

Website: www.harborhouseonline.org

Calumet County Outreach Office

107 Southside Shopping Center
Chilton, WI 53014

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