

Mission Statement: "United Way collaborates with partner agencies to strength and improve Health, Education and Income Stability in Southeast Alaska."

**United Way of Southeast Alaska
Board of Directors Meeting**

**Thursday, September 19, 2013
5:15-7:00 PM**

**United Way of Southeast Alaska Conference Room
Teleconference: (800) 315-6338, Code: 5530**

- I. CALL TO ORDER and INTRODUCTIONS** – Past Chair Becker
- II: APPROVAL OF AGENDA** – Corrections/Additions
- III: APPROVAL OF MINUTES** – Corrections/Additions
August 15, 2013 Minutes
- IV: PRESENTATIONS** – Understanding Campaign Pledge Flow
- V: COMMITTEE REPORTS**
 - Finance Committee – Mesdag, Treasurer
 - Personnel Committee – Sheryl Weinberg, Secretary
 - Campaign Committee – Rosemary Hagevig, Robbie Stell
 - Board Development Committee – Karen Crane
 - Events Committee –
 - Community Impact Committee –
 - Health –
 - Education – Bernie Sorenson, Alberta Jones
 - Income Stability – Jaysen Katasse
- VI: STRATEGIC PLAN UPDATE** –
- VII: OLD BUSINESS**
- VIII: NEW BUSINESS**
 - Election of New Board Member - Rustan Burton
 - Campaign Chair/Co-chairs
 - Donor Designation Policy
- IX: CHAIR REPORT** – Mary Becker
- X; PRESIDENTS REPORT** – Wayne Stevens
- XI: BOARD MEMBER COMMENTS**
- XII: ADJOURNMENT**

Next Meeting October 17, 2013

2013 Board Member Attendance																%		
Board Term Ends	First Name	Last Name	1/12	2/21	3/15	3/21	4/18	5/16	6/20	7/18	8/15	9/19	10/17	11/21	12/19	Attend	X's	Total
Jan - 2014	Mary	Becker	X	X	X	X	X	X	X	X	X					100%	9	9
Jan - 2015	Mark	Bryan	X	X	X	X	X	E								83%	5	6
Jan - 2015	Karen	Crane	X	X	X	X	X	E	X	X	X					89%	8	9
Jan - 2014	Katherine	Eldemar	E	A	A	A	A	A	A	E	A					0%	0	9
Jan - 2014	Glenn	Gelbrich	E	E	E	X	X	X	X	X	X					67%	6	9
Jan - 2014	Chris	Gerondale	X	A	E	X	A	A	X	X	X					56%	5	9
Jan - 2015	Erin	Hester								X	X					100%	2	2
Jan - 2014	Alberta	Jones	X	X	X	X	X	X	X	X	X					100%	9	9
Jan - 2014	Jaysen	Katasse	E	X	X	E	X	X	X	E	E					56%	5	9
Jan - 2016	Mark	Mesdag	X	X	E	X	X	E	X	E	E					56%	5	9
Jan - 2014	Joan	O'Keefe	X	X	X	X	E	X	X	E	E					67%	6	9
Jan - 2016	Corey	Pavitt	X	E	E	X	A	A	X							43%	3	7
Jan - 2015	Hagevig	Rosemary	X	X	X	X	X	X	E	E	E					67%	6	9
Jan - 2015	Bernie	Sorenson	X	A	A	A	A	A	A	A	A					11%	1	9
Jan - 2016	Robbie	Stell	X	X	X	X	X	E	X	X	X					89%	8	9
Jan - 2014	Lance	Stevens	X	X	E	E	E	X	E	X	X					56%	5	9
Jan - 2015	Sheryl	Weinberg	X	X	X	X	E	E	E	E	E					44%	4	9
Jan - 2016																#DIV/0!	0	0
Total Board			16	16	16	16	16	16	15	15	15	0	0	0	0			
Attendance			13	11	9	12	9	7	10	8	8	-	-	-	-			
Average Percentage attending			81%	69%	56%	75%	56%	44%	67%	53%	53%	###	#####	#####	#####	56%		
	X = Attended																	
	T = Teleconferenced in																	
	E= Excused																	
	A=Absent																	

BPM No.	BPM Ltr	Mtr	ltr	ID	city	state	2011 Chronicle Private Support	2012 Chronicle Private Support	Pct Chg
2	A	6		01001	Guntersville	AL	\$686,963	\$714,213	4.0%
2	A	6		01003	Alexander City	AL	\$578,913	\$587,176	1.4%
		4		01030	Anniston	AL	\$1,374,564	\$1,395,180	1.5%
2	A	7		01050	Athens	AL	\$510,786	\$561,149	9.9%
2	A	5		01070	Auburn	AL	\$895,206	\$960,705	7.3%
4	B	1	C	01100	Birmingham	AL	\$41,917,859	\$38,314,692	-8.6%
2	A	8		01132	Clanton	AL	\$178,722	\$158,963	-11.1%
2	A	7		01140	Cullman	AL	\$489,084	\$1,197,700	144.9%
3	A	4		01170	Decatur	AL	\$1,767,565	\$1,951,239	10.4%
3	A	3		01180	Dothan	AL	\$2,486,019	\$2,578,276	3.7%
1	A	8		01195	Eufaula	AL	\$152,411		
		4		01230	Florence	AL	\$1,231,433	\$1,154,539	-6.2%
3	A	5		01240	Foley	AL	\$905,528	\$890,759	-1.6%
3	B	4		01260	Gadsden	AL	\$1,879,572	\$1,505,198	-19.9%
		11		01285	Guin	AL	\$24,871	\$22,898	-7.9%
3	A	2		01300	Huntsville	AL	\$6,298,930	\$5,648,120	-10.3%
3	B	2		01330	Mobile	AL	\$4,629,074	\$4,805,947	3.8%
		8		01340	Monroeville	AL	\$203,500	\$172,500	-15.2%
2	A	2		01350	Montgomery	AL	\$5,185,739	\$5,546,650	7.0%
		10		01360	Moulton	AL	\$56,659	\$49,131	-13.3%
2	B	7		01460	Selma	AL	\$347,647		
1	A	9		01480	Sylacauga	AL	\$82,941	\$79,216	-4.5%
		8		01490	Talladega	AL	\$120,898	\$132,767	9.8%
2	A	3		01510	Tuscaloosa	AL	\$3,200,021	\$3,335,323	4.2%
3	C	1	A	02001	Anchorage	AK	\$12,184,806	\$9,806,858	-19.5%
2	A	4		02010	Fairbanks	AK		\$1,428,869	
2	A	7		02020	Juneau	AK	\$275,931	\$291,310	5.6%
2	A	6		02025	Kenai	AK	\$611,348	\$620,786	1.5%
		9		02028	Valdez	AK	\$144,263	\$156,866	8.7%
		7		02030	Wasilla	AK	\$583,842	\$475,219	-18.6%
2	A	6		03000	Casa Grande	AZ	\$587,151	\$764,987	30.3%
2	C	4		03010	Flagstaff	AZ	\$1,926,653	\$1,952,549	1.3%
2	A	6		03015	Lake Havasu City	AZ	\$586,817	\$613,065	4.5%
3	A	3		03020	Mesa	AZ	\$3,109,809	\$3,646,813	17.3%
4	C	1	C	03040	Phoenix	AZ	\$50,856,335	\$52,576,559	3.4%
2	A	7		03053	Prescott Valley	AZ	\$307,403	\$503,146	63.7%
		7		03056	Safford	AZ	\$166,051	\$455,926	174.6%
4	C	1	A	03080	Tucson	AZ	\$9,780,902	\$10,465,516	7.0%
		7		03085	Window Rock	AZ		\$554,170	
		7		03090	Yuma	AZ	\$349,148	\$559,809	60.3%
		9		04000	Arkadelphia	AR			
		7		04003	Batesville	AR	\$291,125	\$300,858	3.3%
		9		04010	Benton	AR			
		7		04020	Blytheville	AR			
3	A	5		04050	Conway	AR		\$781,342	

**United Way of Southeast Alaska
Board of Directors Meeting**

Thursday, August 15, 2013

5:15-6:55 PM

United Human Services Conference Room

Board Members in Attendance

X	Mary Becker –Chair	E	Rosemary Hagevig		Staff
X	Lance Stevens - Past Chair	X	Erin Hester	X	Wayne Stevens
X	Karen Crane – Chair Elect	X	Alberta Jones	X	Jennifer Treadway
E	Mark Mesdag –Treasurer	E	Jaysen Katasse		
E	Sheryl Weinberg– Secretary	E	Joan O’Keefe		Guest(s):
E	Katherine Eldemar	A	Bernie Sorenson	X	Rustan Burton
X	Glenn Gelbrich	X	Robbie Stell		
T	Chris Gerondale				
Legend: X = present E = excused absence T = teleconference A=absent					

Call to Order and Introductions

Chair Becker called the meeting to order at 5:30 PM. A quorum was established with eight board members present or on the phone.

Approval of Agenda

Chair Becker asked for approval of the agenda and asked if there were any objections to adopting it as presented. Board Member Stell moved to approve agenda. There were no objections to the adoption of the agenda.

Approval of the Minutes from June 20, 2013 Board Meeting

Chair Becker asked for approval of the minutes from the June 20, 2013 Board of Directors meeting.

Motion: Board Member Gelbrich moved to approve the minutes from the June 20, 2013 Board of Directors meeting. Past Chair Stevens seconded. Motion approved unanimously.

Presentations – None

Committee Reports

Finance Committee – Mark Mesdag

In the absence of Treasurer Mesdag, no report was presented.

Personnel Committee – Sheryl Weinberg

In the absence of Secretary Weinberg, no report was presented.

Campaign Committee –Robbie Stell & Rosemary Hagevig

Campaign Co-chair Stell had no new information to report on the status of the 2012 campaign efforts. We will not achieve our goal of \$500,000 before the end of the campaign year.

Board Development Committee – Karen Crane

Chair Elect Crane noted she had met with President Stevens and had reviewed the draft board matrix form. She liked the framework of the matrix. She asked board members if they had any additional items they would like add to the matrix. There were questions about the process and how it would work. Chair Elect Crane recommended that the Board adopt the board matrix.

United Way of Southeast Alaska Board of Directors Meeting

Thursday, August 15, 2013

5:15-6:55 PM

United Human Services Conference Room

Events Committee – No Report

Community Impact Committee – Lance Stevens

Past Chair Stevens reported on the deliberations of the Community Impact Grants committee. There were 16 grant applications reviewed. The total amount of grant funds requested was \$49,400. There is only \$16,843 available for disbursement. The committee discussed merits of each application and philosophies that would guide them in their decisions. There was consideration to equitable distribution between the Education, Income and Health focus areas and the impact of grant amount on overall program budget. After extensive review, discussion and reflections, the Community Impact Grant review committee recommended the board adopt the proposals for funding as outlined in their report. Past Chair Stevens recommend that the board adopt the grant amounts outlined.

Health Committee –Corey Pavitt

With the resignation of Board Member Pavitt, no report was presented.

Education Committee – Bernie Sorenson, Alberta Jones

Co-Chair Jones had no report to present.

Income Stability – Jaysen Katasse

In the absence of Board Member Katasse, no report was presented.

Strategic Plan Update –

President Stevens had no report.

Old Business

Day of Caring Chair Appointment

Chair Becker asked board members to suggest names of individuals to serve as chair and/or co-chairs of the upcoming Day of Caring event. This year the event will be held on October 1. Chair Becker pointed out that this was the same day as municipal elections. She indicated that she had served as the chair of the event for a number of years and it did not require a huge time commitment.

New Business

Letter of Resignation Corey Pavitt

President Stevens presented the letter of resignation from Board Member Pavitt. Chair Becker commented that she was sad to have Board Member Pavitt leaving the United Way Board of Directors.

Motion: Chair Elect Crane moved to accept with regrets the resignation of Board Member Pavitt. Board Member Stell seconded. Motion approved unanimously.

Board Matrix

Chair Becker asked President Stevens to review the materials in the packet about the proposed board matrix. President Stevens reviewed the memo and accompanying materials. The idea is to encourage individuals to serve on the board who have passion for our mission and who bring a set of skills that will help the board accomplish our mission through our goals and strategies versus a more traditional method filling board seats by vocational background.

United Way of Southeast Alaska Board of Directors Meeting

Thursday, August 15, 2013

5:15-6:55 PM

United Human Services Conference Room

If we build a board of individuals who are committed to our success, we will be a stronger board than one who has a broad cross section of vocations represented, but where individuals are not perhaps as passionate about our organization and mission. Stevens answered questions about the matrix.

Motion: Board Member Gelbrich moved to adopt the Board Matrix system as recommended by staff. Board Member Stell seconded. Motion approved unanimously.

Approval of Community Impact Grant Recommendations

Chair Becker asked if there were further questions of Past Chair Stevens regarding the Community Impact Grant committee recommendations. Board members were pleased with the work of the committee and appreciated that the committee had looked at the grants with an eye toward projects that truly had an impact on the organization and their community.

Motion: Chair Elect Crane moved to accept with the recommendations of the Community Impact Grants committee. Board Member Gelbrich seconded. Motion approved unanimously.

Chair Report - Chair Becker

Chair Becker again asked for suggestions for the Day of Caring chair. Board members Erin Hester and Robbie Stell volunteered to assist. Chair Becker noted that she had met with President Stevens about his job description and the efforts to get the job description aligned with strategic plan.

President's Report

President Stevens pointed out the attachments in the board packet including his president's report. He reported on the status of the accounting and database conversion process. He noted that we were close to having the conversion complete, but there were a couple of glitches with the recording of donor gifts from CFC and SHARE campaigns. Gifts were double entered during ANDAR conversion and there was confusion with recording of the gift by non-profit recipients vs. employees. We anticipate having the process completed in the next month. Stevens reported on budget development process and hoped to have a draft budget to the finance committee by their meeting on the 16th of September.

Board Member Comments

Board members reiterated their support for the Community Impact Grant committee process and recommendations. Past Chair Stevens called the board's attention to the record of attendance in the packet. He noted that attendance had been an issue for some time and it needed to be addresses. If members are not able to attend due to other conflicts that perhaps they need to re-evaluate their ability to serve on the board. Chair Elect Crane concurred and she noted that she would call an absent board member and discuss the issue. Chair Elect Crane thanked Rustan Burton for attending the meeting and for his interest in United Way's Board of Directors and the organization.

Adjournment

Chair Becker adjourned the meeting at 6:30 PM



Donor Designation Policy

Purpose: The option to designate donations is a service that United Way of Southeast Alaska (UWSEAK) offers to all donors as part of the annual giving campaign. Donor choice policies strive to balance the wishes of donors regarding the distribution of their charitable giving and the needs of the overall community.

Scope: This policy covers donor designations in UWSEAK’s annual giving campaign. However, when a company in the private sector has a policy that is different from the policy of UWSEAK as described herein, the company policy supersedes the UWSEAK policy; and if UWSEAK is the campaign processor, UWSEAK shall process pledges according to the company policy.

Designations made by donors in the public sector campaigns, the Combined Federal Campaign and the Alaska SHARE Campaign, are handled pursuant to the rules of each public sector campaign.

If UWSEAK is serving as processor of pledges raised by another United Way and the other United Way’s policy is different from the policy of UWSEAK described herein, the local United Way policy supersedes the UWSEAK policy, and UWSEAK shall process pledges accordingly.

Therefore, the order in which policies is applied by UWSEAK as the processor of pledges is as follows:

1. Company Policy
2. Policy of Fundraising United Way as determined by United Way Worldwide’s Cost Deduction Standards for Membership Requirement M
3. Policy of UWSEAK as described herein.

Corporate Designations

UWSEAK desires to work with companies to help them reach their corporate social responsibility (CSR) goals. To that end, UWSEAK offers designations to UWSEAK or our three community impact areas – education, income, and health.

Affiliated Agencies

UWSEAK offers individuals the opportunity to designate to UWSEAK, another United Way, one of our community impact areas, and/or any partner agency, organizations with a formal agreement with UWSEAK. Donors may also exclude a member agency from receiving any portion of designation earmarked for UWSEAK’s general funds or community impact areas.

Unaffiliated Agencies

UWSEAK offers individual donors the opportunity to designate agencies not affiliated with UWSEAK if they meet the following criteria:

- 501(c)3 status
 - Not eligible to receive designations are service clubs, capital campaigns, cultural, environmental, governmental, political, or religious organizations
- The organization is located and operates within Southeast Alaska or is the chapter or headquarters for a local United Way member agency.
- UWSEAK encourages donors to choose organizations with health and human service programs in the areas of education, income, and/or health.

All designated agencies are required to comply with the USA Patriot Act and other counterterrorism laws. In the event that designations are directed to an agency not in compliance with these laws, UWSEAK will attempt to contact the donor. If the donor cannot be successfully reached, the gift will be directed to the Community Impact Fund.

Tocqueville Designations

Members of the Tocqueville Society, specifically individuals who give \$10,000 or more to UWSEAK, will not be charged administrative or fundraising fees on their designations to agencies. As a result, funds forwarded to agencies are equal to actual collections.

To be recognized as a member of the Tocqueville Society, a significant portion of a donor's gift must be designated to UWSEAK or one of our three community impact areas.

Administration and Fundraising Expenses

All effective organizations incur expenses for administration and fundraising. Designated gifts to agencies are reduced by the actual fundraising and administrative expenses of UWSEAK, not to exceed 15 percent. Designation payments, less a nominal processing fee, are made quarterly. Funds forwarded to agencies are based on actual collections net of the administrative and fundraising expense.

Distribution

All member agency distributions will be made on a quarterly basis as follows:

Period	Payment Due By
• Collections through December 31 for that fall's campaign <ul style="list-style-type: none">○ Payment should include all cash, check, and credit card collections through December 31, unless pledge detail has not be provided by donor/company at that point	February 28
• Collections through March 31	May 31
• Collections through June 30	August 31
• Collections through September 30	November 31
• Collections through December 31	February 28
• Collections through June 30 (from prior year's campaign)	August 31

United Way of Southeast Alaska

3225 Hospital Drive, Suite 201
Juneau, Alaska 99801
Tel. 907.463.5530
unitedwayseak.org



The President/CEO or Resource Development Director will be responsible for maintaining the donor management software programs. This information will summarize all activity of the private and public campaigns. The President/CEO or Resource Development Director will provide the necessary reports to the Accountant/Bookkeeper by the tenth of the month following the end of each fiscal quarter so that the Accountant/Bookkeeper may prepare the agency distributions.

Presidents Report for September 19, 2013

Meetings

- 8/20 - Rotary Baranof Hotel
- 8/21 - Lunch w/Mary Becker, Ann Gifford @Hangar
- 8/23 - Lunch Chief Johnson,
- 8/26 - Mary Becker conversation,
- 8/27 - Rotary Baranof Hotel
- 8/29 - P/u 10 boxes dock D Celebrity Century, Early Literacy Council, Deliver books to Friends of Library, yoga mats to Zach Gordon, jackets, shoe & shirts to Perseverance Theater, budget conversations
- 8/30 – Deliver to bedding to AWARE
- 9/2 - Holiday
- 9/3 - Rotary Baranof Hotel, Juneau Afterschool coalition @DZ Middle school
- 9/4 - Geoff Kirsch article discussion, Foraker training HR evaluations, Mary Becker conversation
- 9/5 - SHARE training SOB Rm 9A South, CFC training Federal Bldg Rm 541A
- 9/6 – Deliver to bedding to St. Vincent’s DePaul
- 9/7 – Whale watching w/Girls Scouts
- 9/9 - Jennifer @Yakootze mentoring,
- 9/10 - Rotary Baranof Hotel, MAPP meeting CBJ Assembly Chambers
- 9/12 – Patty Newman & Heather Mitchell Reading Tutors, Jennifer @ Americorps supervisor training
- 9/13 – Lunch w/Chris Gerondale
- 9/16 – Welcomed new AmeriCorps volunteer Samantha Ortiz
- 9/17 - UHS tenant meeting
- 9/18 - Hunger discussion @St. Vincent’s Smith Hall
- 9/19 - Wells Advisory board meeting, Foraker Ops Board Meeting, United Way Board meeting

Worked on following tasks –

- United Human Services building and layout discussions
- Accounting services contractor discussions and 2014 budget preparation
- CEO Job description
- Performance Plan
- Mission, Vision, Values, Core Values, Strategic plan process
- Matrix and Attributes form
- Database conversion and implementation to ANDAR



**Brave Heart
Volunteers**

YEE GU.AA YÁX X'WÁN

Caregiving, Education,
and Respite Services

September 11, 2013

Dear Wayne Stevens,

*Rec'd
9/16/2013
WSS*

Board of Directors

Dennis Longstreth
President
747-8375

Ron Fribush, MD
Vice-President
738-1489

Ruth Culp
Secretary
747-8288

Sherie Mayo
Treasurer
747-5776

Aleeta Bauder
747-3145

Pamela Ash
738-4853

Margaret Andrews
Honorary Member

Fr. David Elsensohn
Honorary Member

Jean Frank
Honorary Member

Brita Speck
Legal Advisor

Curt Ledford
Financial Advisor

Thank you for your generous contribution to Brave Heart Volunteers organization. The Staff works daily towards our mission: **Transforming lives by providing support and quality educational services for caregivers and individuals facing illness, isolation, end of life, or grief.** While also weaving together values, tradition and innovation to enrich each stage of the lifecycle, ensuring Sitka is an exceptional community where it possible to find hope through healing in the face of devastating loss.

The partnership between the United Way and Brave Heart Volunteers is extremely important to us. We are proud to promote the Pick.Click.Give. and United Way of Southeast Alaska's annual workplace giving.

Thank you again for the amazing contribution to our organization, we look forward to continue this partnership!

Kindest regards,

Willow Moore, Executive Director
Brave Heart Volunteers

*Thank you
so much!*

*Mr. Stevens,
Thank you for
your generous
donation!
Joshua Schmidt*

*Mr. Stevens,
We are so grateful
for the donation... all
amounts mean the world
to us.
Jessica Gibson*

*We appreciate your
Generous donation.
Thank you. Bonnie Cottrell*

BRAVE HEART VOLUNTEERS

P.O. Box 6336 Sitka, Alaska 99835 ♥ (907) 747-4600 ♥ www.braveheartvolunteers.org





P.O. Box 20329
Juneau, Alaska 99802

September 3, 2013

United Way of Southeast Alaska
Attn: Jennifer Treadway
3225 Hospital Drive, Suite 201
Juneau, AK 99801

Dear United Way Board of Directors:

We have received your \$2,000 - 2013 Community Impact Award to support our upcoming 2013 Cancer Connection Health Forum in the hopes of prevention and early detection of cancer within our Juneau community. Thank you! This was a very pleasant and welcome blessing for Cancer Connection.

Thank you for your generosity, support, and for honoring us in this very special way.

Kindest Regards,

A handwritten signature in cursive script that reads 'Jody Schmitz'.

Jody Schmitz
Cancer Connection Office Manager
Tax ID: #92-0613516

In Juneau: (907) 796-2273 • Toll Free: (in Alaska) 1-866-376-2273 • Fax: (907) 463-2616
Email: admin@cancerconnectionak.org • Website: www.cancerconnectionak.org

30 August 2013

UWSEAK BOARD-

Thank you for your continued support of our Community Parenting Classes! These classes offer families the free opportunity to gain the tools to fulfill their natural desire to be the best parents they can. Learning healthy, positive parenting skills at the start of the parenting journey is critical to strong families, healthy children, and a vibrant community. Thank you for your commitment to Junco Families!

-JUSTA JABAL
Junco Family Health & Birth
Center



Girl Scouts of Alaska
3911 Turnagain Boulevard East
Anchorage, Alaska 99517
907-248-2250 | 800-478-7448
Fax: 907-243-4819
girlscoutsalaska.org

Southeast Field Office
316 W. 11th Street
Juneau, Alaska 99801
907-586-1710
Fax: 907-463-3543

*Rec'd 9/5/13
MS*

Girl Scouts builds girls of courage, confidence, and character, who make the world a better place.

August 30, 2013

Mary Becker, Board Chair
United Way of Southeast Alaska
3225 Hospital Drive, Suite 201
Juneau, AK 99801

Dear Ms. Becker:

Girl Scouts of Alaska would like to thank you and the United Way of Southeast Alaska for the support you have shown for our girls and our programs. The recent Community Impact Grant award will be well used and have a significant positive impact on girls throughout Southeast Alaska.

Our mission is building girls of courage, confidence, and character who make all parts of Alaska and the world a better place. With the encouragement and support of United Way of Southeast Alaska and many wonderful adult volunteers we are able to bring an exceptional experience to our girls. This year we will organize Women of Science Day in Southeast Alaska, field Girl Scout Lego Robotics Teams, offer year-round troop activities, and host day camps and residential camps in a variety of locations.

Thank you for supporting our activities and offering us the opportunity to enhance and build the capacity of the Girl Scout organization in Southeast Alaska. Your grant is an investment in Alaska's girls, our state's future leaders – we appreciate it!

Sincerely,

A handwritten signature in black ink, appearing to read "Sue", with a stylized flourish underneath.

Sue Perles, CEO
Girl Scouts of Alaska