



# ANNUAL REPORT 2020



# CAWC Services

All services offered at CAWC are free and confidential. Our services are based on a self-help, empowerment perspective and are trauma-informed and trauma-sensitive.



## COUNSELING

- Trauma-Informed individual counseling
- Bilingual in English & Spanish
- Adult and child support groups



## EMERGENCY SHELTER

- Interim shelter for survivors & children
- Comprehensive counseling and services
- Case management and housing support



## CHILDREN'S SERVICES

- Individual counseling with Family Trauma Therapists & Art Therapist
- Education & parenting support



## 24-HOUR CRISIS LINE

- 24-hour access to a trained advocate
- Crisis intervention, safety planning, and DV education



## LEGAL ADVOCACY

- Assistance filing orders of protection and U-Visa applications
- Support throughout criminal and civil court proceedings



## SUBSTANCE SUPPORT

- Co-located program at Haymarket Center
- DV education for residential groups
- DV counseling & case management



## MEDICAL ADVOCACY

- Located at Stroger & Northwestern Hospitals
- Specialized trainings for health care providers



## EDUCATION & TRAINING

- 40-hour domestic violence training
- Free trainings for the community
- Training for professionals

Call 24-hours a day for information or support: 773.278.4566

## Our Mission

Connections for Abused Women and their Children (CAWC) is committed to ending domestic violence. Using a self-help, empowerment approach, we provide a shelter for adults and children, counseling, advocacy, and a 24-hour hotline for people affected by domestic violence. We work for social change through education, service collaboration, and institutional advocacy.

Greetings Friends of CAWC,

How do you sum up a year for the organization when the last quarter seemed to be a year in and of itself.....let's see we have Covid-19 wreaking havoc throughout every community, economic uncertainty and racial injustices in Black communities; and having to bear witness to the murders of George Floyd, Breonna Taylor, Botham Jean, and so many others. Connections for Abused Women and their Children stands in solidarity with the Black Lives Matters Movement and others who seek justice and peace.

During this year CAWC learned a lot and thankfully you supported us during this journey. We were reminded of how resilient non-profits are. When Governor Pritzker set the mandate to shelter in place CAWC pivoted quickly to ensure that we stayed connected to those who were the most vulnerable during this awful pandemic. We shifted to virtual individual and group counseling services to clients. During the entire time of Covid-19 CAWC's Greenhouse Shelter remained open providing safe refuge for those escaping abuse. To put a fine point on it CAWC remained a beacon of hope for those who were already dealing with complex issues related to abuse but now had the additional complexity of a world-wide pandemic that impacted everyone. By continuing to provide services and keeping our doors open we were also able to take care of those who were taking care of our clients; CAWC's amazing staff. We are proud that due to CAWC's healthy financial standing and generous donor support we were able to keep our doors open and pay staff during this critical time. CAWC is a family and it is important for families to stick together during stressful times. THANK YOU for being there when we needed you!

We are so grateful for the outpouring of offers of help and support during this time. So many of you called, emailed, or reached out on social media to ask what you can do to help. When we mentioned things like PPE, gift cards, financial support in addition to other items on our wish list; our generous donors came through in an outstanding way. Unfortunately, the abuse did not stop just because the world seemed to so your help was more critical than ever. Your support even helped a mom who had given birth to a baby girl while in our shelter in the midst of all that was going on. During these uncertain times victims/survivors of domestic violence still need your help. We ask that you continue to support CAWC's 24-hour Greenhouse Shelter and our medical-based services at John Stroger and Northwestern Memorial Hospitals, the Humboldt Park Outreach Program, services at Haymarket Substance Abuse Treatment Center and our legal advocacy team.

Ada Dolph CAWC's Board President and I are proud to share CAWC's accomplishments through this year's Annual Report filled with success stories and program highlights. We look forward to our continued partnership through gifts of time, expertise and advocacy, in-kind and financial donations on behalf of CAWC clients. We thank you and our clients thank you.

Warm Regards,

Stephanie Love-Patterson  
Executive Director

Ada Dolph  
President of the Board

# Greenhouse Shelter



Chicago's first domestic violence shelter, Greenhouse Shelter, has been a safe haven for survivors since its inception in 1979. Greenhouse Shelter provides a safe refuge and nurturing environment for adult survivors and their children.

Safety planning, court advocacy, individual counseling, group counseling, legal advocacy, art therapy, and family trauma therapy are among the core services available for all residents. Our shelter offers multilingual and culturally-specific services; over eight languages are spoken by Greenhouse staff.

Greenhouse is also the home of CAWC's 24-hour hotline, responding to over three thousand crisis calls per year.

"My counselor helped me file an order of protection, I found a new apartment, and my kids and I are safe. I can't thank you enough."

— CAWC Client

## In FY 2020

314

ADULTS AND CHILDREN  
SHELTERED AT  
GREENHOUSE

3200

CALLS ANSWERED BY  
CAWC'S 24-HOUR CRISIS  
HOTLINE

11,935

NIGHTS OF SHELTER  
PROVIDED AT  
GREENHOUSE IN FY2020

# Hospital Crisis Intervention Project



Housed at John H. Stroger Hospital and Northwestern Memorial Hospital, CAWC's Hospital Crisis Intervention Project (HCIP) provides direct domestic violence services at the critical time in which survivors seek health care.

Domestic violence counseling, crisis intervention, and advocacy is available at bedside for hospital patients who are receiving medical treatment. Ongoing counseling is offered to all clients.

CAWC's hospital program also provides domestic violence education and training for medical providers, social workers, and other hospital personnel. These trainings are designed to help medical staff identify and respond to victims of domestic violence.

"I am so thankful. CAWC gave me hope again. Thank you for the kind, compassionate support. Thank you for saving my life."

— CAWC Client

## In FY 2020

# 144

**CLIENTS SERVED AT  
NORTHWESTERN AND  
STROGER HOSPITALS**

# 98%

**HCIP CLIENTS REPORTED  
UNDERSTANDING THAT  
THE ABUSE IS NOT THEIR  
FAULT**

# 2,563

**HOURS OF DIRECT CLIENT  
SERVICE PROVIDED BY  
HCIP**

# Humboldt Park Outreach Program



The Humboldt Park Outreach Program (HPOP) offers a full range of bicultural and bilingual services to adult and child survivors of domestic violence. These services are offered on an appointment or walk-in basis. HPOP is a community-based counseling outreach program for those victims of domestic violence who either have left shelter and begun independent living or have not yet made the decision to leave their abuser.

Clients may choose to receive individual counseling services or to join one of our survivor support groups. HPOP also conducts a weekly children's support group. Services include crisis intervention, counseling, legal advocacy, safety planning, DCFS education groups, and enhanced children's services.

"CAWC helped me tell my story. I want every survivor to know that they can break free. I want every survivor to know that they deserve to be safe."

— CAWC Client

## In FY 2020

328

ADULTS AND CHILDREN  
SERVED AT HPOP

98%

HPOP CLIENTS REPORTED  
KNOWING THAT THE  
ABUSE WAS NOT THEIR  
FAULT

4,811

HOURS OF DIRECT CLIENT  
SERVICES PROVIDED IN  
FY2020



# DV Services at Haymarket



CAWC's DV services at Haymarket Center program provides domestic violence intervention and educational services to residents of Haymarket Center, one of the largest substance abuse treatment facilities in Illinois.

The Haymarket Program Services Coordinator conducts weekly education groups for Haymarket residents. These groups discuss domestic violence, patterns of abuse, connections between substance abuse and domestic violence, and healthy relationships.. Individual counseling, safety planning, crisis intervention, life skills training, and other core domestic violence services are also offered through our program at Haymarket Center.

"I don't know what I would have done without my counselor. I was in a dark place and you helped me find light."

– CAWC Client

## In FY 2020

# 146

**CLIENTS RECEIVED  
INDIVIDUAL DV SERVICES  
AT HAYMARKET CENTER**

# 2,086

**HAYMARKET RESIDENTS  
ATTENDED CAWC'S  
EDUCATION GROUPS**

# 98%

**HAYMARKET CLIENTS  
REPORTED KNOWING  
MORE WAYS TO PLAN FOR  
SAFETY**

# MDT Program



In January 2019, CAWC began a new partnership with the Chicago Police Department's 14th District. The program, Multi-Disciplinary Team (MDT) services at CAWC, is housed at Greenhouse Shelter. As a part of the MDT program, the Chicago Police Department's 14th District connects domestic violence victims to CAWC when they respond to 911 calls related to domestic violence. When the police meet with domestic violence victims, they give them the option to complete a Domestic Violence Assessment Form that details information about their abuse and to request follow-up services from CAWC.

CAWC staff contact each survivor to provide immediate crisis support via phone; these crisis services include safety planning and lethality assessments. Survivors are also given information and direct referrals to CAWC's counseling programs, shelter, legal advocacy program, and other services. Many clients move into other CAWC programs, including Greenhouse Shelter, the legal advocacy program, or the HPOP counseling program.

This partnership allows CAWC to reach additional clients and since the services are offered at the time of the emergency response, we're available to provide a quick response to victims at the time of crisis.

## 301

**REFERRALS RECEIVED FROM  
THE CHICAGO POLICE  
DEPARTMENT IN FY2020**



# Emergency Hotel Program



In March 2020, CAWC’s Greenhouse Shelter had to significantly reduce on-site capacity in response to COVID-19—dropping from 42 to 25 beds. In order to support as many survivors as possible, CAWC created an Emergency Hotel Shelter Program. Through this program, survivors were housed in safe hotel suites, while still having full access to all of CAWC’s core domestic violence services. Survivors received crisis intervention, counseling, housing advocacy, legal advocacy, food vouchers, and family trauma therapy.

The program rolled out in March 2020 and provided nearly 500 nights of shelter by the end of June 2020. Most Emergency Shelter Hotel Clients moved into Greenhouse Shelter or permanent housing at the end of their hotel stay.

“I didn’t know what to do when I lost my job. I was stuck in the house with my abuser, and I was scared. CAWC found a place for me and I couldn’t have been more grateful.”

– CAWC Client

## 477

**NIGHTS OF HOTEL SHELTER  
PROVIDED MAR - JUNE 2020**

# Irene's Story



In March 2020, due to COVID-19, Irene was suddenly isolated with her abuser. Irene's office closed and all employees were asked to work from home. She felt trapped. Irene's abuser locked her in the apartment and did not allow her to leave. Irene's husband also physically and verbally abused her.

Irene contacted CAWC through our 24-hour hotline when her abuser was asleep. While talking with a counselor on the phone, she made a plan to leave. Irene quietly gathered some personal belongings and she took a cab to CAWC's Greenhouse Shelter in the middle of the night. Irene disclosed to her counselor that this was the second time she left her home due to abuse. She was afraid to reach out to her family. Irene's counselor explained that many survivors leave several times before leaving for good.

Irene was enrolled in CAWC's Emergency Shelter Hotel Program. While quarantined in the hotel, Irene received daily phone and video counseling. Her first goal was that she wanted to feel at peace. She took things one day at a time, and if that was too much, her counselor encouraged her to take things one minute at a time.

Through the assistance of CAWC, Irene found a new apartment and is continuously working towards a life filled with peace. Most importantly, Irene found support during these hard times. She knows that she is not alone and that she has people fighting with her, and fighting for her.



**U.S. Women have experienced severe physical violence by an intimate partner at some point in their lifetime**



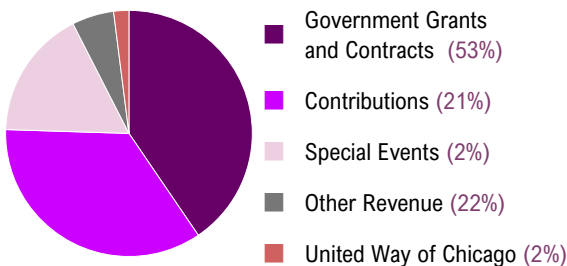
**U.S. Men have experienced severe physical violence by an intimate partner at some point in their lifetime**

Source: National Intimate Partner and Sexual Violence Survey

# Financial Report

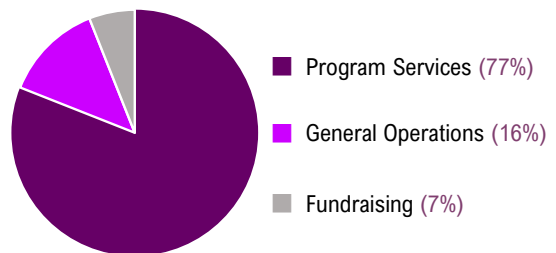
CAWC is a financially stable nonprofit organization, thanks to the generosity of our donors, a diversified funding base, and diligent efforts to keep overhead costs low. CAWC maintains a six-month cash reserve. Our \$1 million endowment provides additional income and liquidity. In FY2020, 77% of CAWC's expenses were for programs to serve survivors of domestic violence.

## 2020 Revenue: \$2,233,193



Financial stability is important to us so we maintain cash reserves equal to six months of operating expenses.

## 2020 Expenses: \$2,071,926



We keep our expenses low; 77% of every dollar we spend goes to program services.

## 2020 Statement of Financial Position as of June 30, 2020

	Unrestricted	Temporarily Restricted	FY20
<b>ASSETS</b>			
<b>Current Assets:</b>			
Cash & cash equivalents	\$ 1,442,208	\$ 552,540	\$ 1,994,748
Investments	974,398	19,924	994,322
Grant & contract receivable	245,405		245,405
Prepaid & deposits	42,723		42,723
<b>Total Current Assets</b>	<b>\$ 2,704,734</b>	<b>\$ 572,464</b>	<b>\$ 3,277,198</b>
Fixed Assets	23,030		23,030
<b>Total Assets</b>	<b>\$ 2,727,764</b>	<b>\$ 572,464</b>	<b>\$ 3,300,228</b>
<b>LIABILITIES AND NET ASSETS</b>			
<b>Current Liabilities:</b>			
Accounts payable	\$ 6,738		\$ 6,738
Accrued expenses	10,405		10,405
Deferred revenue	0		0
<b>Total Current Liabilities</b>	<b>\$ 17,143</b>	<b>\$ 0</b>	<b>\$ 17,143</b>
<b>Net Total Assets</b>	<b>\$ 2,744,907</b>	<b>\$ 572,464</b>	<b>\$ 3,317,371</b>
<b>Total Liabilities and Net Assets</b>	<b>\$ 2,762,050</b>	<b>\$ 572,464</b>	<b>\$ 3,334,514</b>

# FY20 Major Donors over \$500

## Individuals

Hugh & Lisa Abrams	Brenda Grusecki	Sophia & Charles Love	William & Deborah
Stefanie Acevedo	Parul Gupta, Brent	Stephanie Love-	Roach
Jonathan Anderson	Harders & Lisa	Patterson &	Michael J. Robillard
Avani & Sund Arora	Mazzullo	Reginald Patterson	Burton Rosenberg
Jeanne Brett	Beth Hatcher	Andrew & Jane	Susan Rubel
Eli Brown	Ellyn Henpoke &	Lubetkin	Cordelia Ryan & John
Abigayle Bryant	Robert Nelson	Anthony Lyczak	Emel
Sharon & Michael	Sheila Hernandez	Katherine Mains	Thomas Salzman
Busby	Michael B. Hines	Larry & Barbara	John Sant
Cory & Joseph Cancila	Eric Holmboe	Margolis	David Schulz
Catherine Carraway	Scott Hooper	Rocco & Roxanne	Linda & Alvin
Michael Carter &	Robert Hundley	Martino	Schwartz-Dodek
Nazneen Saleem	Thomas Hutchinson	Billy Mayer	Joe Shanahan
Penny Caruso	Jessica Ittner	Keith & Robynn	Elizabeth Sherman
Steve Chancellor	Nadia Ivanova	Medansky	Jennifer Sideranko
Caitlin Corbett	Margaret Jones &	Julie Meyers Brock	Laszlo Simovic
William Danna	Mike Ferro	Laura Miller	Erin Sines
Katharine Dickson	Mary Jones	Barbara Moore	Barbara A.B. Smith
Ada Dolph	Katherine Joyce	Thomas Nasca	Lauren Smith
Sam Duke	Jaffer Kapasi	Margaret Neale	Suneeta Sohoni
Kristina & Tom Ehrhart	John Kett	Judith Nelsen	Liza Solberg
Katie Eilert	Sandy Killion	Keeley Nelson	Fredrick Stanton
Robert Fairhead	Holly King	Kayla Nimis	Matthew Steinmetz
Julia Fiske Parker	Tom & Frances Kirby	Becky O'Donoghue	Julia Suozzo
Eric Fenske	Stephanie Koch	Michael & Claire	Pauline Taylor
Chris Fosdick	Gwyn E. Koepke	O'Grady	Matthew & Jody
Leslie Frieibert	Kevin & Joanne	Erin Ogunsanya	Thibodeau
Monica Funk	Krakora	Cory & Gina Orzak	Richard Thibodeau
Martha Gal	Sarah & Adam	Sonia Oyola	Meridel Trimble &
Raymond & Sylvia	Krauszer	Sasikala Paidi	Wesley K. Ketcham
Gilbert	Nancy Kresek	Amee Patel	Philip Varghese
Jeffrey & Jenilyn Gilbert	Don & Ellen Kuhns	Purva Patel	Maria Vasquez
Ron & Shelley Goldman	Neil Labute	Thomas Peppard	Ruth & William
Cameron & Bethany	Peter & Dawn	Jordana Ramos	Westhoff
Gordon	Lantero	Jake & Dana Rau	Melanie Whaley
Kate & Dave Gosse	Holly Lau	Virgil Reid &	Danielle Young
Sinae Goulet	Norman & Lori Leon	Ryan Endress	Ariel Zuckerman
Katherine L. Goyert	David & Laura Levine	Alexander Risman	Gladys & Stan Zolna

## Community Groups, Foundations, and Corporations

Advocate Bethany  
Advocate Healthcare  
Alphawood Foundation  
Albert Pick Jr. Fund  
Benevity, Inc.  
BMO Harris Bank/  
Blowitz-Ridgeway  
Buddy's Helpers  
Cars.com, LLC  
Chicago Attune  
Chicago Foundation for Women  
ComEd  
Cory & Joseph Family Foundation  
The Crown Family  
Discovery Clothing Company  
DLA Piper LLP  
Domaine Chicago LLC  
Duelfer Family Fund  
Expedia Group  
Equity Residential  
Evelyn R. Greene Estate  
Fidelity Charitable  
George M. Eisenberg Foundation for Charities  
Greer Foundation  
GTCR  
Harris Winick Harris LLC  
Hilton Chicago  
Illinois Kindness LLC  
Impact Grants Chicago  
The Irving Harris Foundation

John Salvino Foundation  
Kenilworth Union Church  
Keno Kozie Associates  
Koches Family Foundation  
KPMG Gives  
Mary Lou Downs Foundation  
Mars Bar  
Menasha Corporation Foundation  
Michael Reese Health Trust  
Moneygun  
Morgan, Lewis, & Bockius  
Network for Good  
Northern Trust  
NBC5 Chicago  
Ocean Reef Community Foundation, Inc  
Polk Bros. Foundation  
Quest Diagnostics  
Reed Smith LLP  
Revolution Beer LLC  
Schwab Charitable  
Seyfarth Shaw, LLP  
Shook, Hardy & Bacon LLP  
Shure Incorporated  
Sidley Austin LLP  
Silicon Valley  
Siragusa Family Foundation  
Skender

Soul Project Collective  
TJX Foundation  
U.S. Charitable Gift Trust  
United Healthcare Systems, Inc  
United Way of Metropolitan Chicago  
Unity Temple Unitarian Universalist Congregation  
VNA Foundation  
W.P. & H.B. White Foundation  
William & Mildred Kaplan Foundation  
William Everett Group  
William J. Gasser Family Foundation  
Winnetka Congregational Church  
Winette Congregational Church

## Government and United Way

Department of Family and Support Services—City of Chicago  
U.S. Department of Housing & Urban Development (HUD)  
Emergency Food & Shelter Program—U.S. Department of Homeland Security  
Illinois Attorney General  
Illinois Coalition Against Domestic Violence  
Illinois Department of Human Services  
United Way of Metropolitan Chicago



CAWC Executive Director, Stephanie Love-Patterson, with supporters from Quest Diagnostics

Due to space limitations, we are only able to list those who gave financial gifts directly to CAWC at the \$500 level and above. This list does not include 1) donors under that amount, 2) United Way supporters, 3) those who purchased tickets and auction items at our Sounds of Silence Gala, 4) Holiday Adopt-a-Family donors, or 5) individuals, companies, and groups who collected items on our Wish List. Your support is also truly appreciated. CAWC makes every attempt to list every donor accurately. We apologize for any errors or omissions and ask that you contact us with corrections.

# A note from the Associate Board

A Connection led me to understand the necessity of life-saving services for domestic violence survivors. A Connection is what introduced me to the organization, CAWC. CAWC is an organization that to their very core, embodies an empathetic and empowering connection with all of the survivors that they serve. CAWC consistently demonstrates its commitment to ending domestic violence through its prevention, crisis and long-term programming.

A dear friend invited me to a trivia event that CAWC's associate board hosted back in 2016. My interest in CAWC was immediately sparked at this event due to the devoted energy elicited by associate board members towards CAWC's mission. After my first year serving on the associate board, I became the Vice President and now, four years later, I sit as the current Associate Board President. This is a privilege that I hold close to my heart. Each year that I have served on the associate board, I have continued to grow and learn from this community. It is an honor to be among the strength that is CAWC. Providing a physical space for adults and their children, offering legal and mental health counseling services to survivors suffering from trauma, allowing access to a 24-hour hotline are just a few of the resources that CAWC delivers.

CAWC has some of the hardest working staff that I have ever experienced. CAWC's staff goes above and beyond for the survivors that they are working with. CAWC provides survivors of domestic violence a place to heal and rebuild. We need CAWC. Unfortunately, due to the pandemic, the prevalence of domestic violence has increased. CAWC met this challenge by collaborating with local hotels to ensure the survivors had a safe place to stay.

Stephanie, our fearless leader, is an absolute inspiration. Her calm and humble demeanor allows CAWC to successfully support survivors amidst all the challenges that come. From difficult decision making and advocating for these survivors to spreading the word about CAWC on radio/TV interviews-Stephanie's leadership has allowed for countless lives to be saved.

The numbers are there, CAWC's services are needed. Sadly, not all that experience domestic violence are able to receive services because of lack of access or knowledge. With the support of our loyal donors, CAWC continues to expand to meet the needs of the Chicago community and reach even more victims of domestic violence. It is an honor to be connected with this organization as I cannot think of an organization that strives to fulfill their mission by literally all means possible. The world is a better place because of CAWC.

Sincerely,  
Brittany Yelnick  
Associate Board President





# Ways to Help

CAWC depends on the kind and generous support from our donors and stakeholders. Your support allows us to provide life-saving services to survivors of domestic violence.

## FINANCIAL SUPPORT



Generous donors provide the foundation for the work done at CAWC.

Your support helps to ensure safety and support for victims and survivors of domestic violence.

Consider becoming a monthly donor!

## IN-KIND DONATIONS



In-kind donations such as toiletries, diapers, gift cards, and new clothing help us meet client needs.

The holiday Adopt-A-Family program allows donors to provide holiday cheer directly to our clients.

## VOLUNTEER



Direct service volunteers provide support to CAWC's programs, including Greenhouse Shelter.

Program volunteers answer the crisis line and work with the survivors after completing comprehensive domestic violence training and onboarding.

## ATTEND AN EVENT



Attend a CAWC event to learn more about our work. Whether virtual or in-person, support for events could include purchasing tickets, sponsorships, or donating items.

## JOIN CAWC's BOARD OF DIRECTORS

The Board of Directors provides agency oversight, leadership, and financial support. We are recruiting Board and Associate Board members who are dedicated to supporting survivors of domestic violence.

Email [info@cawc.org](mailto:info@cawc.org) to inquire.

For more information about ways to help, check out our website:

[www.cawc.org/support-us](http://www.cawc.org/support-us)

# Leadership

## Executive Leadership

**Stephanie Love-Patterson,**  
Executive Director

**Kesha S. Marie Larkins,**  
Associate Director

**Beatris Burgos,**  
Shelter Director

**Joanne Walsh,**  
Development Director

## Board of Directors

**Ada W. Dolph,** Partner  
Seyfarth Shaw LLP,  
CAWC Board President

**Sarah Krauszer,** Advocate  
CAWC Board Vice President

**Cynthia Brown,** Consulting  
Actuary, Willis Tower Watson  
CAWC Board Treasurer

**Kate Gosse,** Innovation Client  
Director, Bluedog Design  
CAWC Board Secretary

## Directors

**Kristina Ehrhart,** Senior Manager,  
Pricewater Coopers LPP (PwC)

**Leslie Frieibert,** Partner, FORGE PR

**Jeffrey Gilbert,** Vice President of  
Sales & Business Development,  
Bamtech Media

**Cicely Glanton,** District Account  
Executive, Renaissance

**Kate Goyert,** Counsel, Labor &  
Employment, Conagra Brands

**Parul Gupta,** Partner Physician,  
Lakeshore OB/GYN

**Christina Holloway,** President &  
CEO, CMH Business Corporation,  
CAWC Board Secretary

**Margaret Jones,** Advocate

**Gretchen D. Kaplan,** Associate  
General Counsel, Brookfield  
Properties

**Wesley Ketcham,** Manager  
(Owner) Lakeshore Resources, LLC

**Gwyn E. Koepke,** Senior Vice  
President, Institutional Sales  
Manager, Northern Trust

**Kevin A. Krakora,** Managing  
Director, Getzler Henrich &  
Associates LLC

**Geeta Malhotra,** Partner, Sidley  
Austin LLP

**Brendan McMahon,** Senior Vice  
President, Northern Trust

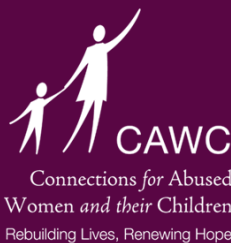
**David Schulz,** VP, Client Delivery,  
VisiQuate

**Meridel Trimble,** Chief Operating  
Officer One Million Degrees

**Gladys Zolna,** Associate General  
Counsel, Blue Shield of Illinois,  
Montana, New Mexico, Oklahoma  
& Texas

## Associate Board Leadership

**Brittany Yelnick**  
CAWC Associate Board President



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[www.cawc.org](http://www.cawc.org)