



2024 **YEAR-END** **REVIEW**

LifeRing Secular Recovery

Global leaders in positive
recovery support

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Thank You!



Year-End Letter of Appreciation

Dear LifeRing Partners,

What an incredible year we've shared! As we take a moment to celebrate our accomplishments, I want to express my deepest gratitude to each of you.

Your dedication and support have been the driving force behind our growth, and together, we've reached a remarkable milestone of over 3,000 members participating weekly—our highest membership numbers ever!

Your contributions are at the heart of our success. The expansion of **convenor mentoring** and the **thriving online support groups** are the direct result of your generosity, providing essential lifelines to countless individuals on their recovery journeys. The **hands-on workshops** and promotional resources you've helped fund are empowering our convenors, who are truly the backbone of our community.

As we embrace this growth, we're also evolving our strategies. The implementation of our first **Strategic Plan** has transformed our operations, allowing us to work more efficiently and make a greater impact. Our Speakers Bureau is actively enhancing LifeRing's visibility, capturing the attention of healthcare professionals who are making the informed decision to refer their patients and clients to our unique support meetings.

Our **Outreach** efforts are causing a buzz, especially in San Francisco, where LifeRing has made national headlines, and we are embarking on a mutually-supportive relationship with UCSF through The Liver Spot connection.

However, **none of this would be possible without you**. As we forge ahead, we invite you to join us as we build on this momentum. Your donation today will ensure that LifeRing continues to thrive and expand, enabling us to touch even more lives.

Together, **let's make 2025 even more remarkable**. Your partnership is not just appreciated—it's essential to our shared success.

With heartfelt thanks,

Sue Betts
Executive Director
LifeRing Secular Recovery



OVERVIEW

2024 has been an amazing journey of growth and accomplishments. For the past year, we have seen a significant increase in membership as well as program-wide engagement with active participants. As a result, we are proud to announce that this year marks our highest ever membership numbers, with **over 3,000 individuals** participating weekly across the United States and in our international communities.

In addition to increased membership, we have also achieved great success with many of our programs such as **convenor mentoring** and **online support groups** that provide the LifeRing community with additional resources for our recovery process. Unique, **hands-on workshops** to explore online meeting management resources and **new promotional resources** for new and ongoing in-person meetings offer additional support to our convenor community.

Operationally, LifeRing is growing up. We are successfully implementing our first **Strategic Plan**, which serves as a **roadmap to attain our developmental objectives**. Since its implementation, the Strat Plan has played a pivotal role in streamlining operational processes, enhancing resource allocation, and fostering a more cohesive and focused approach to realizing our vision to be **global leaders in positive recovery support**.

The seemingly tireless efforts of our **Speakers Bureau** are increasing public and professional awareness of LifeRing and the efficacy of our program. Healthcare providers and treatment specialists across the country are referring their clients to LifeRing and to specific focus meetings for **peer-to-peer recovery support**.

Outreach efforts have hit new heights in San Francisco with national press mention of the LifeRing City Hall in-person meeting and our collaboration with the San Francisco Public Library. In a joint effort to support multiple pathways to recovery and provide those seeking recovery support, the **San Francisco Public Library** has started the **Read to Recovery** Program. People now have access to a wide variety of recovery-based books including LifeRing co-founder Marty Nicholas' **Recovery by Choice** workbook and **Empowering Your Sober Self**. National interest in this free **take-and-keep recovery book distribution** program lead to promotion of LifeRing Secular Recovery in the **Associated Press**, which was and picked up globally by countless news outlets.

We also identified a new **Regional Representative** to take over the California In-person meeting development. The growth of the Northern California territory this year should serve as inspiration for this new Regional Representative to develop further relationships with IOPs and healthcare providers throughout the state.

Finally, this past year saw us launch several initiatives targeting **IOPs, residential treatment centers, and healthcare professionals** in order to increase their awareness of LifeRing as an exceptional maintained recovery resource. To capture a broader audience, we have upgraded our **social media channels** and messaging.



Strategic Plan

In January 2023, the Board of Directors introduced LifeRing's first **Strategic Plan**. This operational roadmap is designed to guide LifeRing Secular Recovery to **new heights of success**.

The Strategic Plan outlines our **vision for the future** as well as the steps we need to take to get there. This includes goals to optimize operational practices, enhance our service to the recovery community, and expand our reach.

The implementation of the Strat Plan has proven instrumental in focusing our limited resources to **meet ambitious but attainable objectives**. It serves to align our organizational goals with the needs of our community, positioning LifeRing Secular Recovery as a dynamic and responsive force within the recovery ecosystem.

LifeRing team and meeting collaborators rely on the Strategic Plan to guide **operational optimization**. We are committed to the positive growth of the LifeRing vision and the community we serve. Through strategic initiatives, LifeRing has improved efficiency, heightened organizational agility, and strengthened capacity for innovation and growth.

— INCREASE ENGAGEMENT —

LifeRing depends on committed individuals actively engaged in the LifeRing community.

- Bi-monthly convenors collaboration meetings
- Greater stakeholder involvement at BOD meetings
- Reestablishment of the Finance Committee
- Increase in new LifeRing teams collaborators

— INCREASE AWARENESS —

Ensure LifeRing is easily accessible to people searching for recovery and recognized by those who support them.

- In-person meetings uptick driving local awareness
- Online focus meetings capturing attention of healthcare providers and treatment specialists
- Introduction of LifeRing through speaking engagements and onsite presentations
- Amazing podcasts on major recovery channels

— OPTIMIZE OPERATIONS —

Improve operational processes while remaining flexible to respond quickly to unique and impactful circumstances.

- Improve organizational policies and practices to better reflect values and procedural consistency
- Consistent LifeRing stakeholders onboarding process
- Cross-silo collaboration between representatives from all LifeRing support resources
- Nimble response to outside inquiries and internal concerns

— FUND OUR MISSION —

Diversify our sources of revenue while continuing to provide transparent and responsible fiscal stewardship.

- Update website to attract new members and grantors
- Employ technical resources to further capture interest of donors and foundations
- Foster financial stewardship to meet ongoing budgetary obligations



LIFERING MEETINGS

The broadening interest in LifeRing local meetings and expanding participation in LifeRing online meetings clearly illustrate the importance of onboarding new convenors. Defining the **roles of convenors, co-convenors, and hosts** has helped us focus our recruiting efforts. Strategic initiatives to grow our convenor community are meeting with success, and we anticipate seeing more meetings opening in the the new year.

The comparative efficacy of different meeting venues is being explored in the **Peer Alternatives for Addiction 2 (PAL2) Study** conducted by the Alcohol Research Group (ARG) as a supplemental study to the groundbreaking **PAL Study** conducted in 2018. **LifeRing is an integral resource in both studies** and we look forward to sharing the reports resulting from this research in 2025.

As we move into 2025, the importance and resilience of LifeRing local meetings cannot be overstated, especially with the recent **uptick in in-person meetings**. To promote even more growth, we will enhance **community engagement**, expand **outreach programs**, provide comprehensive convenor **onboarding and promotional resources**, and establish effective **feedback mechanisms**. By prioritizing these areas, we can continue to empower individuals on their recovery journeys and strengthen our supportive network.



LIFERING LOCAL MEETINGS

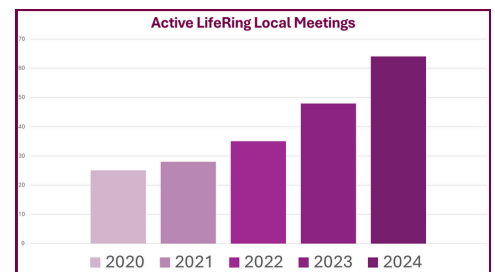
LifeRing in-person meetings are the tardigrades of the recovery universe! LifeRing is enjoying a resurgence this year in local meetings based in the San Francisco Bay Area with **9 new meetings opening in Northern California**. This is primarily due to the reopening of **Kaiser Permanente**. By invitation, LifeRing now hosts five in-person meetings in partnership with Kaiser to empower long-term recovery.

Our reach in the **Northeast** is growing and we are reopening the **Great Northwest**. This year alone, LifeRing added **16 new meetings**, increasing our total number of weekly local meetings by **25%**!

— LIFERING LOCAL MEETINGS —

Local LifeRing meetings help folk find each other. It's not unusual for participants to join all LifeRing meetings in a specific city and to seek out other LifeRing meetings when traveling.

- Local meetings make up **over 40%** of LifeRing meetings worldwide
- **54 active** local meetings in the US
- Over **40 active international meetings**
- We're serving up meetings **from Massachusetts to Washington!**



In-person meetings generated approximately \$1,800 last year. To extend our local meeting presence, the **US In-Person Regional Representatives** established a **grant program for both new and ongoing meetings**, which was approved by the BOD in February 2023. These grants are designed to help offset start-up costs and promotional expenses. We anticipate an increase in grant allocation this year as we expand convenor interest and participation.



LIFERING ONLINE MEETINGS

Online meeting monthly attendance has **grown 10% year over year** and we now support over **2,500 unique online meeting participants every week**. We now offer over 90 weekly online meetings including check-in meetings, topic meetings, **workbook meetings**, and **focus meetings**: LGBTQIA+, Family & Friends, Veterans, Co-Occurring Disorders, Seniors, and Patient-to-Patient communities.

Many meetings **average over 50 LifeRing community members**, and there has been a new movement to better serve our growing online members by extending meetings to allow more time for shares and for crosstalk. It's not unusual for a LifeRing meeting to run two-hours long.

We have streamlined our onboarding practices for new online convenors and clearly **defined the roles of convenors, co-convenors, and co-hosts** to sharpen our recruiting efforts. The implementation of new strategies to expand our online meeting convenor community is yielding positive results, and we anticipate seeing an increase in scheduled meetings in the coming months. One of our 2025 New Year's resolution is to provide a **comprehensive schedule of online meetings** this year to fully support the interests and personal recovery plans of our community.

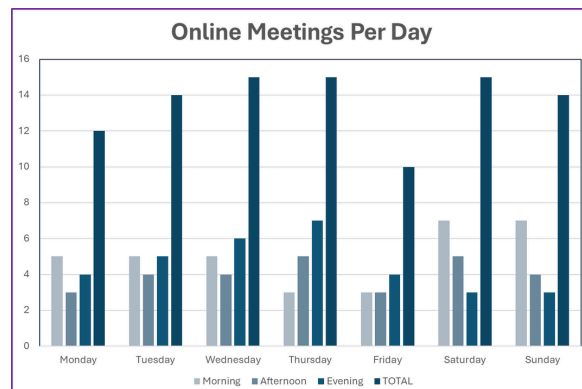
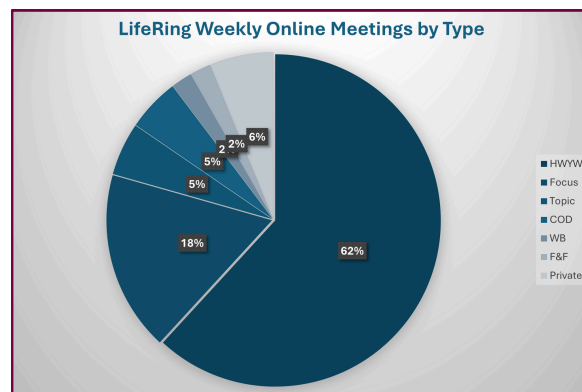
While our "How Was Your Week" check-in meetings remain the core of LifeRing meetings, we are excited to offer over **20 specialized focus meetings** designed for individuals with shared experience. These focus groups promote unique and supportive communities, playing a vital role in **promoting long-term recovery**.

— LIFERING ONLINE MEETINGS —

LifeRing Online is booming! New meetings are opening and the increase in meeting participants and retention continues to grow!

- **92** online meetings scheduled
- **2,500+** unique participants supported weekly
- **10%** uptick in unique meeting attendance YoY
- **22** focus meetings supporting people in recovery with commonalities
- **60%** retention rate for online meeting members who joined prior to July 2021

The growth in the LifeRing online meetings attendance clearly indicates a need for more meetings and more convenors to support our growing community. In November, the BOD approved the addition of a new LifeRing administrative role: **Online Convenor Recruiter**. We're excited to have found an excellent person from the LifeRing community to take on the responsibilities of this position, and we look forward to seeing excellent results in the near future.





LIFERING eRESOURCES

LifeRing eGroups and LifeRing Forum members are our “silent” partners in recovery support, and our ePal email box is always full of inquiries from interested parties.

We’ve seen a steady number of subscribers and active participants throughout the administrative year. In late 2023, **LifeRing Literature** was added and members have been deeply discussing their way through the

LifeRing Library and other recovery-based literature.

To complement LifeRing’s initiative to engage with healthcare providers, we anticipate the addition of a **new eGroup** designed to support people with SUD-related medical complications. This subscriber-based resource will provide a vibrant and supportive community where people can connect, share experiences, and gain invaluable insights as they navigate their recovery together.

Our most significant growth in email-based recovery resources is attributed to **LifeRing ePals**. Last year, LifeRing ePals provided **one-on-one email recovery support** to nearly **200 enquirers**. This platform offers a unique opportunity for LifeRing members to showcase the profound importance of discovering a positive recovery program—such as LifeRing—through individual, personalized exchanges.

— LIFERING eGROUPS —

LifeRing eSupport has seen a substantial uptick in eGroups subscriptions and ePals involvement

- **9** community-based eGroups
- **1,872** opt-in subscribers
- Over **2,300 messages** shared monthly
- **59 ePals** respond to over **200 inquiries annually**

— LIFERING FORUM —

The **LifeRing Forum** is one of our most engaging and longest running eResources originally started by LifeRing co-founder Marty Nicholas.

- Over **95,900 posts** since launching in 1999
- **5,833 members**
- **20-50 guest visitors** every day
- **2-5 members** return daily



LIFERING TEAMS

LifeRing Collaborative Teams drive the BOD-identified objectives outlined in the Strategic Plan. Seven very active teams work with LifeRing officers and directors to ensure resources are available to advance all LifeRing strategic objectives that support our vision as global leaders in positive recovery support. It is the insight, creativity, and collaborative efforts of these teams that are the foundation of our current success. We have seen outstanding contributions from our committee volunteers, resulting in remarkable advancements. Team Status Reports are shared during monthly public board meetings.

FINANCE

The Finance Team is back! o action! 2023-2024 Treasurer **Joe Franklin** revived this previously defunct committee. Since reconvening, this dedicated team has developed team budgets, enhanced funding request processes, and refined management practices, all while conducting internal audits. Following Joe's retirement, **Monica Foy** stepped in as Treasurer and now serves as the Team Chair. Detailed reporting is included on the monthly board agenda, offering valuable insights into our **fiscal situation and stewardship**.

FUNDRAISING, MARKETING, AND COMMUNICATIONS (FMC)

Personal donations continue to climb, and we saw a **64.8% increase** in sustaining donors, who contribute over 75% of funding received through our online donation platform. A workgroup was established in 2024 to develop and support our sustaining donor retention initiatives. In 2024, we exceeded personal contributions made through our online donation platform by **+12.1% YoY**. Communications has been the driving force behind our continual rise in donations as well as our ability to attract the interest of **healthcare professionals and treatment specialists**.

The FMC has developed **new collateral** to support both local and online meeting convenors, and we will be including these illuminating documents in our funding case statements this year. One of our pressing goals is to create easily reportable **meeting metrics** to serve as the foundation for monthly retention and efficacy reporting in 2025.

MEETINGS & CONVENORS COLLABORATION (MCC)

This lively team is made up of representatives from all LifeRing recovery resources: local and online meetings, eGroups and our Delphi Forum. Collaboration focuses on coordinating efforts to ensure our convenors and moderators have the support and guidance they deserve—and to ensure all LifeRing members receive the positive support they need to empower their own person recovery programs.

In 2024, we focused on providing convenors with workshops and **resources for supporting members in crisis**, as well as providing our convenors with guidelines to ensure meetings remain a safe space free of disruptions through our **Empower Your Cyber Self** hands-on workshops. The success of this team is showcased in continued growth and retention of meeting, eGroup, and Forum participation.

OUTREACH

LifeRing is working to support multiple paths to recovery. This year, we joined with the new San Francisco Public Library **Read to Recovery** program. Anyone can now go to the Main Branch and take to keep a wide variety of recovery-based books including our **Recovery by Choice** workbook and **Empowering Your Sober Self**. National interest in this free take-and-keep recovery book distribution program resulted in mention of LifeRing Secular Recovery in the **AP Press**. Additionally, the **LifeRing San Francisco City Hall meeting** appeared in a **NYT article** about politicians “coming out” about their personal recovery journeys.

But our real star is the **Speakers Bureau**. This year we made a great splash at the August **2024 CCAR | MPRC** in New Haven, CT. BOD member and award-winning memoirist **Mary Beth O'Connor** presented a LifeRing 101 breakout session during this well-attended conference for healthcare providers and treatment specialists.

WEB & TECH

The **Website Team** is hard at work undertaking a comprehensive redesign of our **website** to enhance user experience and accessibility for people seeking recovery empowerment. The Web Team is focused on creating a more intuitive interface, making it easier for users to navigate resources, find meetings, and connect with a community of like-minded individuals. The redesign will also incorporate modern elements and mobile responsiveness to ensure that the site is inviting and functional across all devices. Through this effort, LifeRing hopes to foster an even more welcoming online experience that supports individuals in their pursuit of a sober life.

We hope to see the **Tech Team** resurrected in the coming year with initiatives to better support the unique opportunities available to our members through increasingly popular mobile devices.



LIFERING FINANCIALS

LifeRing's financial health in 2024 was strong. We ended the year with a **surplus of \$20,350.67** and a **cash balance of \$172,108.19**. LifeRing has once again successfully increased our revenue stream year over year!

During 2024, LifeRing was honored with very generous **private funding** from the Comeau Family Foundation **for the third consecutive year**. This incredible endowment makes up the majority of the **\$21,170.23 unrestricted funding** LifeRing was gifted this year.

LifeRing Revenue and Expenses

Private donations made up 60.6% of our 2024 revenue, supplemented by **LifeRing Press** sales making up **13.3% of our revenue sources**. Book printing and shipping and payroll make up 12.2% of our expenses. Last year, we sold **634 Recovery by Choice** workbooks making this our best seller followed closely by **Empowering Your Sober Self**. Martin Nicolaus is paid a royalty for all books with the exception of **Humanly Possible**. Book sales are **up more than 89%** overall year over year.

LifeRing Donations

LifeRing is proud to be a **100% peer-run 501(c)(3) charitable organization** dedicated to empowering individuals on their recovery journey. Over half of our financial backing comes from **personal donations from community members**, enabling us to support each other in our recovery. During the past five years, we have consistently seen an increase in personal and company matching contributions, with a **4.6% year over year increase** in 2024 alone. This growth reflects the belief and support of community members who **share our mission**.

Positive Cash Flow

We ended the year with a **net income of \$20,350.67**. This puts LifeRing on a sustainable path to continue our operations. To support these efforts, we hired two dedicated resources.

During the 2023-2024 administrative year, we appointed a LifeRing member under contract to serve as our **Director of Development**, with the primary goal of generating revenue through grants and private funding. Additionally, in 2024, we engaged a **CPA firm** and are in the process of securing a dedicated grant writer. Together, these efforts will work in tandem to enhance and sustain a robust income stream, enabling us to fund LifeRing's programs, projects, and services effectively.

Cash Reserves and Special Projects

While LifeRing's cash reserves are excellent and put the organization on a sustainable path, funding has been given to us with the expectation that we spend the money to **expand and improve our operations**.

In addition to operational expenses, there are several projects we are undertaking to better support the LifeRing recovery community and expand our services to others. This year, we will be launching a **new website** built to ensure ease of navigation and a dynamic meetings menus. We are also developing **new meeting formats** to complement our scheduled online meetings to further support recovery and promote community.

Advancement in **relationships with healthcare professionals and treatment specialists** is on the horizon and will require additional funding to further expand our outreach efforts. Stay tuned for exciting new updates as we create partnerships to **empower maintained recovery**.



LIFERING GOVERNANCE

The LifeRing Board underwent our annual churn this administrative year with three BOD members terming-out and the early retirement of another. Elected directors of the 2024-2025 Board have proven themselves to be deeply invested in the success of our mission.

We're proud to report that in 2024, LifeRing again received the prestigious **Candid Platinum Seal of Transparency** for the third consecutive year.

This esteemed recognition signifies a commitment to transparency and accountability in nonprofit operations. Notably, **fewer than 1%** of nonprofits in the United States have achieved this level of distinction. The Platinum Seal represents the **highest standard of recognition** from Candid, an organization dedicated to providing valuable insights into the social sector. This achievement underscores LifeRing's dedication to maintaining open communication and promoting trust with our stakeholders and the communities we serve.

Platinum
Transparency
2024

Candid.

Policies

Throughout the year, the board focused on updating **LifeRing Policy Statements** and developing new guidelines to better align with the evolving culture and resources of LifeRing.

Involvement

Our 2024-2025 LifeRing Board of Directors are extremely active in the LifeRing Community:

- All members lead or are active volunteers on a **LifeRing collaboration team**
- 5 members are **online convenors**
- 4 members are on the **Speakers Bureau**
- 3 members are **in-person convenors**
- 2 members are active in **LifeRing eGroups**
- 1 member manages our **social media platforms**

We have identified a new **Regional Representative** to take over California in-person meeting development. The organic growth of the Northern California territory this year should serve as inspiration to cultivate further expansion. In addition, we have introduced and implemented an Online Convenor Recruiter role to support our strategic objectives of providing a **full schedule of online meetings** every day from 4:00am to 11:00pm Pacific Time.

Public participation in our monthly LifeRing board meetings has seen a **dramatic increase**, with stakeholders actively engaging during the public forum. This surge in involvement encourages open communication and strengthens the relationship between the board and our constituents. We **invite you to join us** this year!

- **LifeRing 2024-2025 Board of Directors**
- **2024 BOD Minutes and Financials**



TEAM LIFERING | Thank You!

LifeRing is a **100% peer-run organization supported by members, friends, and family**. Each and every one of you is the real power behind LifeRing's mission to empower recovery in ourselves and in others.

Our strength lies in the personal contributions of time and financial support from our community members. Your good work enables us to help others like ourselves reach and maintain long-term recovery.

Thank you for playing a vital role in making LifeRing an exceptional recovery community and empowering countless others through your contributions.

Our Convenors | Keeping the Beat and Keeping It Strong!

Alex, Alexander, Alexis, Andrew, Angela, Anna, Anne, Ashley, Audrey, Becky, Bill, Bobbi, Brett, Brian B, Brian P, Brian S, Bruce, Byron, Cameron, Chet, Chris H, Chris O, Christina, Cindy K, Cindy S, Coby, Craig O, Dan C, Dan K, Daniel, Dave, David H, David R, Dawn, Denise, Doug, Edgard, Edward, Ewa, Fox, Gary, Geoff, George, Gerry, Greg F, Greg H, Inda, Ivona, Jackie, James F, James H, James K, Jamie, Janna, Jason G, Jason K, Jef, Jefe, Jeff, Jenni, Jennifer, Jeremy, Jim, Jody, Joe F, Joe H, Joel, Joey, John G, John L, John M, John O, Jonni, Jordan, Jose, Josh, Joshua, Joy, Jud, Kade, Karl, Kat, Kathleen, Kathy, Katlin, Kevin, Lars, Laura, Lawrence, Lisa, Lorraine, Marina, Margit, Mark F, Mark L, Mark K., Marty, Mary Beth, Mary Lee, Melly, Michael A, Michael C, Michael McC, Michael McD, Mickey, Mike, Nia, Nicole, Nix, Patrick K, Patrick R, Patrick S, Penny, Pauly, Prax, Rachel, Rafal, Randy, Rhonda, Renee, Ric, Rick McC, Rick S, Robby, Robert, Robert M, Ryan, Sepehr, Shane, Shannon, Shari, Sheika, Shelia, Shelly, Sherri, Socratic Gadfly, Stephanie, Steve B, Steve G, Steve S, Steve W, Steven, Stiks, Sue, Sylvia, Taresa, Thomas, Tom, Tony, Tonya, Travis, Tup, Twyla, and Winsor.

Our Collaborators | Keeping the Lights on All Year Round!

Angela, Anna, Bobbi, Brian, Byron, Carlisle, Craig, Daniel, Dave, Ewa, Jackie, Jason, Jennifer, Joe, Karl, Kathleen, Kemper, Kris, Laura, Lisa, Lorraine, Margit, Marcin, Mary Beth, Michael A, Monica, Njon, Rafal, Robert, Sue, Taresa, Tim, and Tom.

Our Funders | Keeping Us All Empowered!

Aaron M, Aaron R, Ahmet, Alex, Amanda, Amy, Amy & Matt, Anand, Andy P, Andy T, Ann G, Ann M, Anna, Anne D, Anne S, Anthony, Arezoo, Arun, Aryana, Benjamin, Betsy, Bill, Bird, Bobbi, Brenna, Brett, Brian B, Brian K, Brien, Brook, Bruce D, Bruce E, Byron, Cathy, Charles C, Charles M, Cheri L, Cherie M, Chris B, Chris O, Chris W, Christina G, Christina V, Christopher V, Christopher S, Cindy K, Cindy S, Clifton, Courtney, Craig, Cynthia K, Daniel B, Daniel R, Danielle, Darren, Dave, Dave J, David H, David R, Debra, Dena, Dennis, DJ, Don, Dona, Douglas C, Douglas D, Dustin, Elizabeth, Ellen J, Ellen R, Ely, Eric, Ewa, Exu, Frank, Fred, Gabriele, Gail, Gerard, Grace, Grant, Greg, Gregory C, Gregory P, Heather, Helen G, Helen, K, Henri, Henry, Ian, Ilija, Inda, Irene, Ishmael, Jack, Jackie, Jaime H, Jaime O, Jakub, James, Jane, Jason, Javier, Jean, Jeannine, Jeff, Jeffrey F, Jeffrey T, Jennifer J, Jennifer S, Jenny T, Jey, Jim R, Jim W, Jody, Joel, John A, John G, John K, Joker, Jonathan M, Jonathan W, Joe, Joseph L, Joseph M, Joseph McM, Joshua, Joy, Judith, Karen, Karl, Kat P, Katherine, Kathleen G, Kathleen W, Kathy, Kathy S, Kelly, Ken, Kendall, Kendra, Kenneth K, Kenneth O, Kevin H, KK, Kiana Klista, Kristine, Krystal, Laura B, Laura H, Laura M, Lauretta, Laurie, Leah, Lee, Linda, Lisa, Liz, Lloyd, Lorena, Lorraine, Luc, Lyn, Lynda, Marcin Maristella, Mark K, Mark L, Mark L2, Marlayna, Mary P, Mary S, Maryann, Mathew, Matt, Matthew, Melissa K, Melissa P, Meredith, Merle, Mervin, Michael A, Michael C, Michael C2, Michael E, Michael McC, Michael McE, Michele, Mickey, Missy, Mitchell, Monica, Nathan, Nicholas, Nichole, Nicole, Nix, Nora, Patricia, Patrick, Paul M, Paul S, Peter A, Peter C, Rachel H, Rafael, Raymond, Renata, Renee, Rhyen, Richard C, Richard K, Richard M, Rick A, Rick McC, Riley, Rob A, Rob M, Robby, Robert H, Robert M, Robert S, Robert X, Robin, Roxanne, Ry, Ryan K, Ryan R, Saber, Sally, Sara R, Sara S, Sara Y, Sarah, Scott, Sean, Shane, Shari, Sheika, Shelly, Sherri, Stacey P, Stacey P, Stanley, Stephanie B, Stephanie B2, Stephen, Steve K, Steve S, Steven L, Steven S, Sue B, Sue C, Suellen, Susan A, Susan R, Susan A, Sylvia, Tara, Taresa, Thomas, Tim C, Tim McD, Tony S, Tracey, Travis, Tricia, Trung, Tup, Twyla, Ty, Vanessa, William, and Zachary.

“ All y'all are awesome! Thank you for all the good you do! ”