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MCLP ANNUAL REPORT

2011-2012



Developing diverse leaders
bn-mclp.org

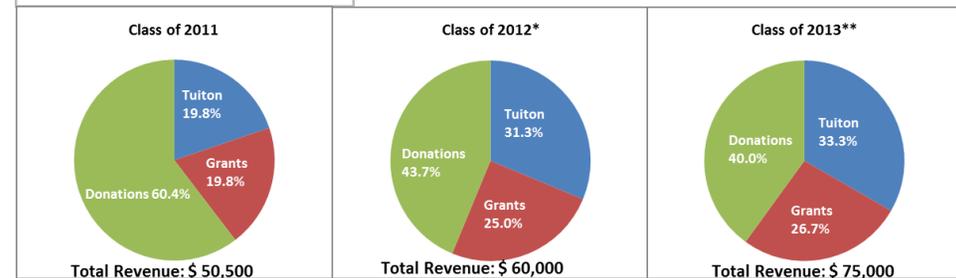




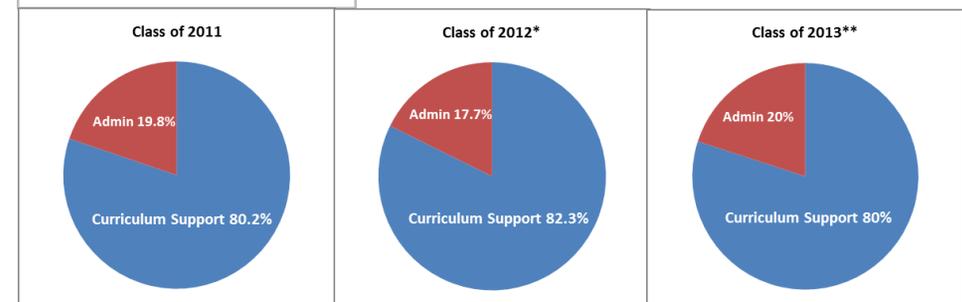
Artwork created by: Akiko Rae
 Student of Graphic Design, School of Art
 Illinois State University

	Class of 2010	Class of 2011	Class of 2012
Graduates	23	25	22
Class Presenters	76	78	72
Graduation Reservations	206	318	498
Website Visits	11,392	13,913	17,287
Facebook Likes	252	387	491
Unique Facebook Visits	800	1,100	1,235

Distribution of Revenue



Allocation of Expenses



* Incomplete Information

** Projected Numbers



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• Objective: <i>Develop a cost benefit analysis tool</i>	• Project Liaison: <i>Mike Romagnoli</i>
• Team 'Scrubs'	• Group Advisor: <i>Jon McWhirter</i>
• Project Sponsor: <i>Angie McLaughlin</i>	• Project Team: <i>Craig Luchtefeld, Heather Stella, Kristen Sand and Sagar Gollapudi</i>

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About Community Health Care Clinic: The Community Health Care Clinic (CHCC) operates a free medical clinic to provide quality health care to the medically underserved in McLean County. The vision of the Clinic is to ensure no one in our community goes without health care.

Project Summary: The key deliverable was a document that narrates a cost savings analysis (CSA) and a potential social return on investment (SROI) framework that quantitatively describes the value that CHCC provides to the community.

Project Results: Substantial reduction in emergency room (ER) visits and hospitalizations. Patients receive life-saving medical treatment, education on their condition, information on treatments and nutrition to improve overall health, exceptional medical care, and reduced medication and treatment cost.

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• “Partnering with the Multicultural Leadership group and Team Scrubs was one of the best decisions our organization made this year. Not only were they a great group of individuals to work with, they produced a quality product that our small organization just did not have the capacity to create: A cost-savings analysis had always been a ‘pie in the sky’ dream for the clinic. The qualitative and quantitative data provided us a new perspective on our patients, our services, our volunteers and our community partners, and that is something we could never replicate!”

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• ~Angie McLaughlin, Executive Director

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Dear Friends of MCLP,

THANK YOU! Your proactive support of Multicultural Leadership Program (MCLP) allowed the MCLP Board to organize and deliver the best learning experience ever for the class of 2012. Our third MCLP graduating class benefited from suggestions by our first two classes and from you. You provided new ideas, locations, instructors, plus time and monetary investments that made our continuous improvement efforts successful.

The MCLP class of 2012 completed five community projects, one more than in past years. The board experience was also added to their curriculum. Class participants visited at least two board meetings as guest of a “board mentor”. Participants could observe how a real board worked and ask questions of their mentors. This year we increased the number of experiential learning sessions and kept all the networking experiences face-to-face and via radio interviews.

For some projects, participants gained access to radio and TV coverage for their community organization. Other projects saved the organization time or streamlined their procedures. Often the project teams continued working after graduation. Some received offers to become board members.

As the third year began, we could never have predicted that our graduation keynote speaker would be a person who totally epitomized MCLP’s principles. Due to the efforts of a major MCLP supporter, Dr. Paul Rusesabagina, the real-life hero of the acclaimed movie, Hotel Rwanda, became our keynote speaker. This led to a graduation dinner with almost 500 people celebrating our class of 2012 graduates. We also recognized Dr. Al Bowman, President - Illinois State University, as recipient of the MCLP community award and Michael Donnelly as recipient of our MCLP alumni leader award.

As we end our third year, a quote from one 2012 graduate stands out, “It is truly a transformative experience!” In our fourth year, we will share how alumni have already begun transforming their lives and their communities. And we look forward to partnering with you to deliver a transformative experience for our MCLP class of 2013.

Sonya Mau, Executive Director

...to the community and sponsors

By building stronger, well-rounded community members, our community as a whole is strengthened. MCLP small-group projects provide low-cost solutions to key issues affecting our community. By emphasizing diversity, MCLP produces leaders who are equipped to collaborate in building a stronger community, a community that designs inclusive solutions to address complex issues, and one with programs that more accurately reflect the people living in it.

...to employers

Employees who complete MCLP will develop greater diversity of thought and core leadership skills that are effective both inside and outside of their place of work. Employees gain a better understanding of their community and establish meaningful contacts within powerful networks throughout Mclean County.

...to participants

Participants develop leadership competencies and benefit from a robust learning experience through their class sessions, mentoring relationships, and hands-on community service projects. They are exposed to new thoughts and views to address complex issues, while also learning more about the community in which they live and work. They walk away better prepared to be effective employees at their jobs and take on leadership roles in the community to serve the local organizations.

“MCLP not only helped me confirm my strengths but also gave me a jump start in community involvement. It’s that sense of fulfillment you get each day that you have made a small difference.”
~Anand Bhende, 2012 MCLP graduate



Objective: Provide tools for organizational growth and exposure to a more diverse group of potential donors and fund holders
Team ‘iCan’
Project Sponsor: Myra Gordon
Project Liaison: Jhun Medina
Group Advisor: Latha Rao
Project Team: Carrie Broquard, Henry Walker, Johnny Nguyen, Laura Duvendack and Pretty Reji

About Illinois Prairie Community Foundation: The Illinois Prairie Community Foundation (IPCF) helps people support local solutions and local needs through the growth and preservation of permanent funds.

Project Summary: The IPCF needed to enhance the use of technology to improve its outreach and effectiveness with existing donors and to widen and diversify its donor base. The foundation sought to reach these goals through working with and getting advice and training support from the iCan team on an enhanced website, a social media strategy and implementation of community foundation software.

Project Results: IPCF was equipped with several new tools to positively impact their overall function and community impact. A new website, with updated content and navigation, was launched. Website training was completed on WordPress for the Executive Director, the intern and the webmaster. A “Donate Now” button was made more prominent on the IPCF website, as were links to social media

“I think we all learned a lot by working with our MCLP project team iCan. At the beginning, both the project team members and the Community Foundation sponsor had our own views of what the project was and those views were quite out-of-sync with one another. By the end of the project, we were all working together, focused on what COULD be accomplished and we all had a deep appreciation of the work that each of us (both project team members and sponsor) put into the work. The relationships we developed mean as much, if not more, as the technological recommendations that were the ‘requirements’ of the project.
Thanks, MCLP!”
~Myra Gordon, Executive Director

Community Projects

HEARTLAND HEAD START

- **Objective:** “Re-structure ‘Abriendo Puertas’ curriculum into manageable sessions”
- **Team** ‘The Consolidators’
- **Project Sponsor:** Pat Stash
- **Project Liaison:** Patty Rose
- **Group Advisor:** Denise Young
- **Project Team:** Brian Cunningham, Gina Palmer, Grace Pagowaska, Juan Garcia and Nicole Clemmons

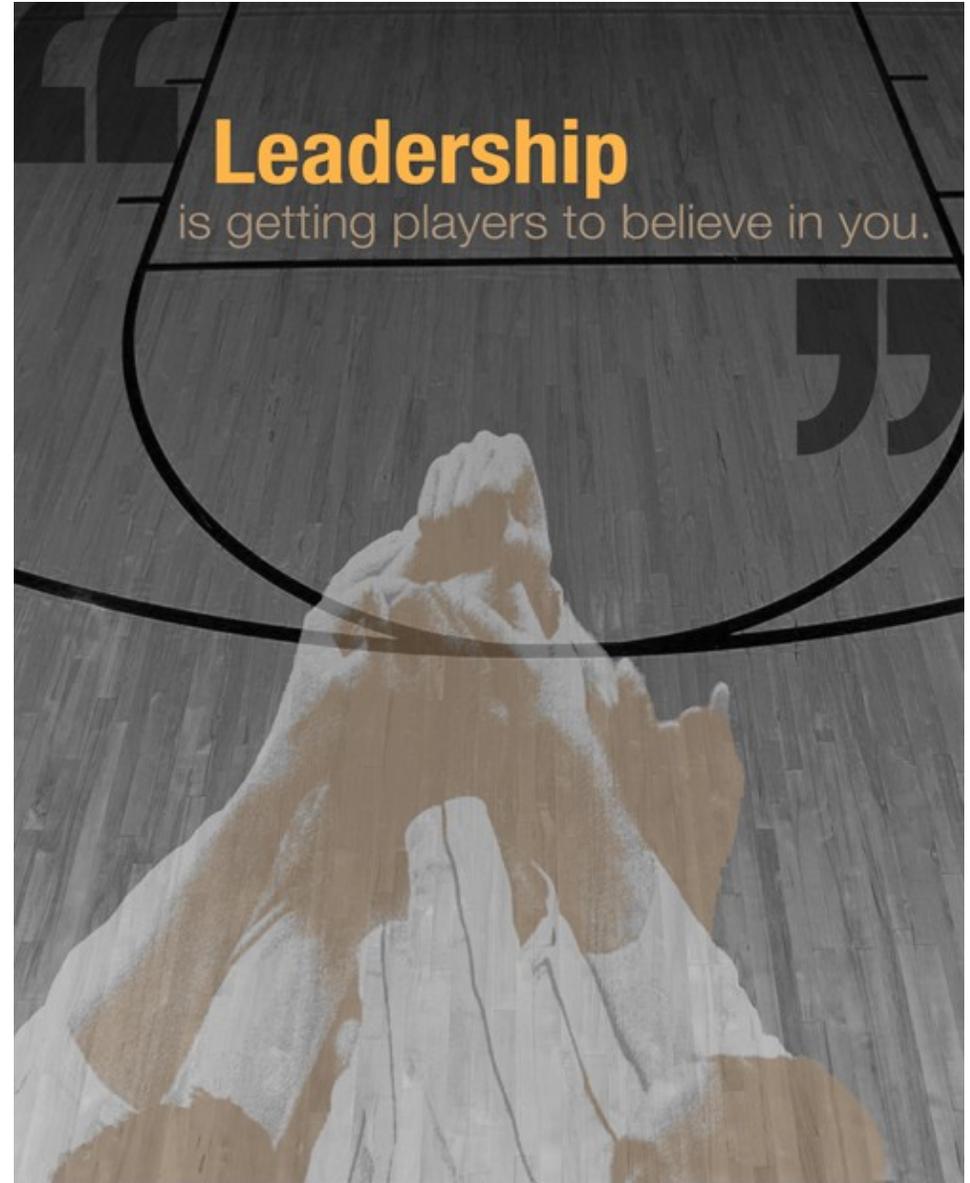
About Heartland Head Start: Head Start is a national child and family development program designed to help break the cycle of poverty by providing preschool children of low-income families with a comprehensive program to meet their educational, emotional, social, health, nutritional, and psychological needs.

Project Summary: The Consolidators team was charged with re-structuring the “Abriendo Puertas” 10-session curriculum into 4 focused sessions by identifying the content that would be most helpful to Head Start parents and identifying community resources to include in the curriculum to make it more meaningful to parents.

Project Results: Heartland Head Start was provided with a customized training program of 4 essential sessions which included ‘health’, ‘literacy education’, and ‘becoming an advocate for your child’ from the Abriendo Puertas curriculum. These sessions were selected specifically for the target audience of Latino parents of students in the HHS Program.

“The customized training sessions developed by the MCLP team will strengthen the capacity of Head Start parents to be informed and confident leaders in the lives of their children. The content offers opportunities for parent learning that are relevant, engaging, and goal-oriented, while building on cultural and family strengths. In addition, the parent tool kit developed by the team provides valuable information about local resources and will be an important component of the parent training. Heartland Head Start is very grateful for the excellent work of the MCLP team on this project which will greatly impact and enhance the program’s efforts to involve parents and communities in their children’s education to achieve lifelong success.”

~ Pat Stash, Family & Community Content Leader



Artwork created by: Madicyn Prouty
Student of Graphic Design, School of Art
Illinois State University

What is MCLP?

MCLP is an intense, professional development curriculum that provides a framework to those with an interest and potential to step into leadership roles within our communities. Class of 2012 attended sessions and participated in community projects over a nine-month period. MCLP strives to prepare skilled, individuals for leadership positions in public, private, educational, political and non-profit sectors.

- *Who are you?*
- *What are your strengths and passions?*
- *What are you going to do now?*

MCLP self-exploration framework is designed to help each participant examine the answers to these questions.

“Success is achieved through cultivating positive relationships’. As a MCLP Mentor, I found this to be true in all measures. My assigned participant was an established professional looking to take his career to the next level. What started as a development planning process quickly turned into an open dialogue of thoughts, feelings, and ideas. Not only did we discuss actions for achieving his professional goals, but we also shared who we are as people. By the end of the program, his hard work had resulted in real progress toward meeting his professional objectives. As a Mentor, I gained an appreciation for the mutual growth and benefit that occurs when working with someone seeking to accelerate their development. And, I can say with all confidence that we both gained a friendship that will continue long after our ‘assigned’ roles in MCLP.”

~ **Chris Martin** , *Mentor for 2012 class participant*



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<p>• Objective: “Strategic marketing plan to expand advocacy and awareness”</p> <p>• Team ‘Roof Raisers’</p> <p>• Project Sponsor: Stephanie Woodard</p> <p>• Project Liaison: Deb Skillrud</p>	<p>• Group Advisor: Deb Skillrud</p> <p>• Project Team: Henry Ramsey, Janet Hood, Janine Peacher, Kari Sandhaas and Santosh Raut</p>
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About Habitat for Humanity: Habitat for Humanity of McLean County is a Christian housing organization giving people from all walks of life the opportunity to work together to eliminate substandard housing and improve their communities by building simple, decent homes with families in need.

Project Summary: The Roof Raisers were charged with developing a marketing plan to help expand advocacy and awareness of Habitat for Humanity throughout McLean County. To do that, the team focused on the primary marketing goal of the local Habitat chapter: To increase (attract and retain) volunteers, donors and prospective clients.

Project Results: Habitat for Humanity of McLean County was provided with a comprehensive Strategic Marketing Plan including a robust Appendix of customized resources. The Roof Raisers proposed that Performance Measures address the key objectives of:

- Expanding and improving the outreach for families, volunteers, and donors
- Expanding and reinforcing the ReStore program
- Designing a consistent, integrated marketing and communications program

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• “The Roof Raisers nailed it and produced a very comprehensive Strategic Marketing Plan. I was very impressed with the way the team played off of each others’ strengths; the combination of team members worked well. The Roof Raisers were creative and tactical in their approach to improving Habitat’s Marketing strategy in McLean County. We are forever grateful to the Roof Raisers for their commitment to providing a quality assessment.”

• ~ **Deb Skillrud**, *Development Director*

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Objective: “Strategic campaign plan to increase recycling in the City of Bloomington”
Group Advisor: Jean Lawyer
Team ‘E.A.C.H and Everyone Matters’
Project Team: Anand Bhende, Shleah Scarborough, Tim Golliday and Tina McCormick
Project Sponsor: Michael Brown
Project Liaison: Kris Hall

About Ecology Action Center: The mission of the Ecology Action Center (EAC) is to inspire and assist residents of McLean County in creating, strengthening and preserving a healthy environment. The EAC is a primary resource in environmental education, information, and outreach in McLean County.

Project Summary: The objective was to increase outreach and environment education within underserved areas of the community, and increase awareness about the importance of recycling.

Project Results: On February 18, 2012, the Western Avenue Community center was filled with people ready to learn about recycling and how they could make a difference in our community. This event brought City of Bloomington officials and recycling experts together with over 85 citizens to share information and encourage recycling.

“The EAC’s efforts to increase awareness of recycling in Bloomington were strongly benefited by the contributions of our MCLP team. The members immersed themselves in the subject matter, meeting with local recycling experts, and before long became experts and dedicated advocates themselves. They then applied this newly found expertise and contagious enthusiasm into a community event raising awareness of the benefits of recycling on Bloomington’s west side, helping the EAC to better reach our community.”

~ Michael Brown, Executive Director

The MCLP Curriculum focuses on five key areas:

Self-Awareness

The first step to becoming a community leader is to become self-aware. In MCLP, each participant completes a Myers-Briggs evaluation, StrengthsFinder and Leadership 360. These evaluations assist participants in completing a comprehensive study of their leadership style and leadership strengths. Other topics included are sessions on emotional intelligence, relationship building, and life balance.

Community Service

In addition to helping a community organization, the team dynamic is a gratifying learning experience. The participant works with a small group of diverse individuals on a project specially selected for their group. The participant learns invaluable skills such as leveraging the strengths of team members, communicating a concise point of view, and contributing to the common goal of the team. At the end of the class, each group will have finished a service project meeting an identified community need.

Leadership Skills

All aspects of the leadership experience and skills building are explored during this intense nine-month class. Some of the topics in leadership include strategic thinking, team building, managing conflict, change management, crisis leadership, and situational leadership. Each topic is presented by experienced facilitators who encourage both class participation and spirited debate.

“It begins with the natural feeling that one wants to serve...then conscious choice brings one to aspire to lead. [The servant-leader] first makes sure that other people’s highest priority needs are being served.”

~ Robert Greenleaf, founder of the servant leadership movement

Social and Community Awareness

One of the most exciting and interesting parts of MCLP is the focus on social and community awareness. Panel discussions are interspersed throughout the program on topics such as health care, sustainability, politics and social justice, and education. The panels are comprised of distinguished community leaders who share their unique opinions and experiences. The class also participates in a poverty simulation that is a humbling and eye-opening experience.

Servant Leadership

One of the most valuable concepts explored in MCLP is servant leadership. This is the foundational core of MCLP. The central meaning of servant leadership is that a great leader is first experienced as a servant to others. This simple fact is central to the leader's greatness: true leadership emerges when the servant-leader has the courage to step forward and lead when asked by those he or she serves.

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• “My board experience was valuable to me. I had never sat in a board meeting before and did not quite understand Robert’s Rules of Order or how “Not for Profit” businesses were able to run so effectively. This experience will allow me to become a valuable contributing member to a board.”

• ~ **Tina McCormick**, 2012 MCLP graduate

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• “In general MCLP has changed my thought processes. I have a better understanding of my strengths and I now have the words to properly and confidently articulate them. It has made me more aware of the issues and opportunities in the community and encouraged me to get more involved.”

• ~ **Brian Cunningham**, 2012 MCLP graduate

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Class of 2012 Presenters

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|-------------------|-------------------|-----------------------|
| Dr. Al Bowman | Dr. Allen Goben | Annette Martinez |
| Dr. Barry Reilly | Bob Miller | Brian Peacher |
| Bruce Bergethon | Christina Schulz | Cindy Blackburn |
| Dale Strassheim | Dan Irvin | David Hales |
| David Lewis | Deanna Frautschi | Dennis Goodwin |
| Diana Hauman | Dr. Dick Wilson | Dr. Don Paul |
| Ed Woods | Erika Arnhart | Felicia Shaw |
| Dr. Gary Niehaus | Dr. George Gordon | Heather Butler-Taylor |
| Jane Chamberlain | Dr. Janet Krejci | Jay Verner |
| Jill Doran | Jim Browne | Jo Ann Reidy |
| Dr. Jon Astroth | Jon Greiner | Jon McWhirter |
| Jon Voegele | Julie Hile | Ken Natzke |
| Linda Garbe | Dr. Lori Adams | Lyn Hruska |
| Maria Henneberry | Mark Peterson | Mark Walcott |
| Marty Vanags | Mike Harrison | Mike Matejka |
| Myra Gordon | Nikita Richards | Pat Lingenfelter |
| Paula Mitchell | Rachel Schlipmann | Rearn Dotson |
| Rick Bleichner | Rick Owens | Rob Fazzini |
| Roshaunda Ross | Sandy Bentley | Sandy McGhee |
| Sheila Montney | Shirley Stelbrink | Sonja Reece |
| Sonya Gong Jent | Sonya Mau | Steve Schroeder |
| Steve Wannemacher | Steve Czirjak | Dr. Tari Renner |
| Tony Bankston | Vern Veal | Vicki Tilton |
| Willie Brown | | |

Class of 2012 Mentors

- | | | |
|--------------------|-------------------|------------------|
| Amelia Noël-Elkins | Mboka Mwilambwe | Diana Hauman |
| Cathy Oloffson | Rob McDade | Erin Minné |
| Christina Schulz | Steve Wannemacher | Dr. Janet Krejci |
| Deanna Frautschi | Warren Kistner | Keith Gosch |
| Diane Kerr | Carole Ringer | Marcel Blythe |
| Dr. Gary Niehaus | Chris Martin | Marty Vanags |
| Jon Voegele | Dale Avery | Rob Fazzini |
| Laurette Stiles | Diana Hauman | Sonya Gong Jent |
| Mark Csanda | Erin Minné | |

2011-2012 MCLP Advisory Council

Annette Martinez
Bernie Anderson
Carl Teichman
Colleen Kannaday
Dixie Axley
Gigi Fansler
Mark Peterson
Paula Mitchell
Sonya Gong Jent
Willie Brown

Arlene Hosea
Carl Sneed
Cindy Blackburn
Deanna Frautschi
Judge Elizabeth Robb
Gregg Chadwick
Mike Fisher
Rob Fazzini (c)
Steve Wannemacher

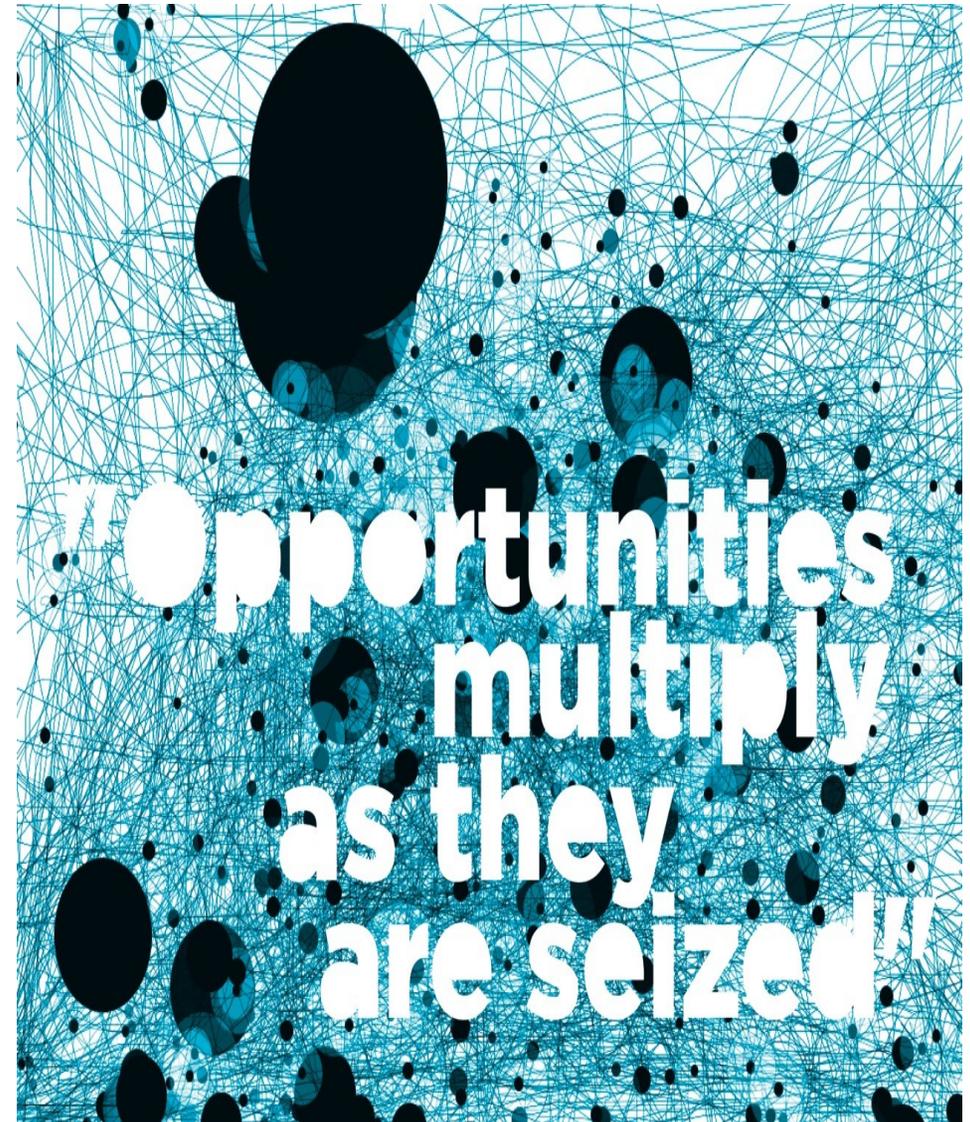
2011-2012 MCLP Board of Directors

Anita Moore
Carolyn Davis
Iwin Huang
Leslie Harding
Mark Walcott
Phani Aytam
Sandeep Davalbhakta
Yoon Yim

Bert Neptune
Denise Younge
Jon McWhirter
Macaria Lopez
Nancy Komlanc
Peter Stroyan
Theresia Taylor

2011-2012 MCLP Executive Director

Sonya C. Mau



Artwork created by: Patrick Donovan
Student of Graphic Design, School of Art
Illinois State University

Paul Rusesabagina



Paul Rusesabagina is credited with sheltering 1,268 refugees during the 100-day Rwandan Genocide by using his influence and connections as manager of the Mille Collines Hotel. As a result of his actions, those Tutsi and Hutu refugees' lives were saved.

The inspiration behind the "Hotel Rwanda" film shared a message of leadership during the keynote address of the Multicultural Leadership Program's Class of 2012 graduation, Saturday, March 31, 2012.

Mr. Rusesabagina pointed out five aspects he has learned about leadership:

1. The most powerful weapon in life is words; use them wisely to lead and influence others.
1. Your best advisor is your own conscience; follow it.
2. People are not completely good or completely bad; find the good in all.
3. Involve every stakeholder; none can be left out.
4. Stay calm and focused, even in the midst of chaos.

Thank you, Paul Rusesabagina, for coming to Bloomington-Normal to share this advice and your story of courage during the Rwandan Genocide.

MCLP served as a catalyst for alumni to continue involvement with community organizations after their program experience ended. Alumni began serving in leadership roles for the following organizations as board members, advisors, employees and volunteers:

- 100 Black Men
- Autism Society of McLean County (ASMC)
- The Baby Fold
- Back to School Alliance
- Black Business Alliance
- Boys & Girls Club of Bloomington-Normal
- Collaborative Solutions Institute (CSI)
- Community Cancer Center
- Community Health Care Clinic (CHCC)
- East View Church Sports Outreach
- Ecology Action Center (EAC)
- Faith in Action
- Juvenile Extended Day Program (EDP)
- Habitat for Humanity of McLean County
- Habitat ReStore
- Heartland Head Start
- Heartland Community College Foundation
- Home Sweet Home Ministries
- Illinois Prairie Community Foundation (IPCF)
- Illinois Symphony Orchestra
- Minority & Police Partnership (MAPP)
- marcfirst
- McLean County Planning Commission Board
- McLean County Recovery Court Advisory Board
- Multicultural Leadership Program (MCLP)
- Normal Human Relations Commission
- Prevent Child Abuse - Illinois
- Project OZ
- The Salvation Army
- Unit-5
- Unity Community Center
- West Bloomington Revitalization Program (WBRP)
- Western Avenue Community Center (WACC)
- WXRJ
- YWCA



Dr. Al Bowman
2012 MCLP Community Award Recipient

Dr. Al Bowman is a true servant-leader whose actions allowed those he serves to “become healthier, wiser, freer, more autonomous”.



Michael Donnelly
2012 MCLP Alumni Award Recipient

Michael Donnelly’s dream of serving and motivating our youths became a bigger reality after graduating from MCLP in 2010.

“The Multicultural Leadership Program has provided leaders from a number of different backgrounds and organizations with a forum to share our insights. More importantly, the group offers individuals looking to develop leadership qualities and skills the chance to learn from the experiences of others. I enjoyed the opportunity to interact with aspiring leaders and appreciate that I was able to walk away feeling as though I gained at least as much knowledge as I provided.”

~ Dale Avery, Mentor for 2012 class participant

The DoubleTree Conference Center was crowded with family, friends, mentors, employers and community leaders who gathered to celebrate the achievements of emerging leaders who, during the previous nine months, completed the demanding requirements to graduate from the Multicultural Leadership Program.

MCLP’s Executive Director, Sonya Mau, shared with the audience the three key questions that guide the personal growth of participants in the program: Who am I? What are my strengths and passions? What am I going to do next? “Graduates who answer these three questions move with greater confidence in their decisions. Greater self-confidence leads to greater leadership courage to take action.” Mau said.

Advisory Council Chair, Rob Fazzini, challenged the new graduates: “Your responsibility now is to use what you have learned here to inspire others, to give back to our community, and to do what is needed to make our community even better”.

MCLP class of 2012, Nicole Clemmons, took the audience through a reflection about the program reliving the lessons that changed the graduate lives and impacted their journey as leaders in ways that they will never forget.

As the night progressed, the audience was captivated by the potential and commitment demonstrated by the MCLP class of 2012. It was clear that every dollar entrusted to MCLP to develop this selected group of individuals will produce an exceptionally high return on investment. With the opportunities provided by the program, graduates will undoubtedly become leaders and examples of inspiration in the fields they choose to make a difference.

“I learned about a community full of diverse, caring, servant leaders who know the community’s future depends on how well we take care of each other. I now truly understand my drive for leadership – it’s not about position or power. It’s about people. My energy comes from developing and helping others. “

~ Gina Palmer, 2012 MCLP graduate



Artwork created by: **Ryan Delcourt**
 Student of Graphic Design, School of Art
 Illinois State University

Participant

Title / Employer

Anand Bhende	<i>Project Manager, COUNTRY Financial</i>
Brian Cunningham	<i>Project Manager, State Farm Insurance</i>
Carrie Broquard	<i>Assistant Principal, Unit 5 - Normal West H.S.</i>
Craig Luchtefeld	<i>Sr. Application Developer, COUNTRY Financial</i>
Gina Palmer	<i>Sr. Agency Training Instructor, COUNTRY Financial</i>
Grace Pagowska	<i>Counsel, State Farm Insurance</i>
Heather Stella	<i>Account Recruiting Manager, TEK Systems</i>
Henry Ramsey	<i>Database Administrator, State Farm Insurance</i>
Henry Walker	<i>Teacher, Unit 5 - Fairview Elementary</i>
Janet Hood	<i>Coord., Gov. Affairs & Prop. Serv., Advocate BroMenn</i>
Janine Peacher	<i>Professor/Academic Advisor, Lincoln College</i>
Johnny Nguyen	<i>Information Systems Auditor, State Farm Insurance</i>
Juan Garcia	<i>Systems Analyst, State Farm Insurance</i>
Kari Sandhaas	<i>Sr. Agency Training Designer, COUNTRY Financial</i>
Kristen Sand	<i>Executive Director, Habitat for Humanity</i>
Laura Duvendack	<i>Program Director, Boys & Girls Club</i>
Nicole Clemmons	<i>Procurement Specialist, State Farm Insurance</i>
Pretty Reji	<i>Technical Analyst, State Farm Insurance</i>
Sagar Gollapudi	<i>Program Manager, Cognizant Technology Solutions</i>
Santosh Raut	<i>IT Professional, iGATE</i>
Shleah Scarborough	<i>Commercial Lines Underwriter, State Farm Insurance</i>
Tim Golliday	<i>Senior Field Claims Trainer, COUNTRY Financial</i>
Tina McCormick	<i>Food Serv. Admin- Asst Mgr., Illinois State University</i>

