

**COMMUNITY DEVELOPMENT GRANTS ADMINISTRATION
APPLICATION EXECUTIVE SUMMARY – FUNDING YEAR 2013**

CDGA
2013 JUL 25 PM 12:16

Milwaukee Youth Council – Youth Services Proposal

Total Funds Available: \$145,978

Total Amount Requested (CDBG FUNDS) \$50,000

(Note: Minimum Allocation is \$25,000)

Applicant Organization Name: PEARLS for Teen Girls, Inc.		
Organization Address: 2100 North Palmer Street	City: Milwaukee, WI	Zip: 53212
Contact Person: Gerry Howze	Title: Director of Program Services	
Contact Person's Telephone Number: 414.265.7555, x103 Fax Number: 414.265.0500		
E-Mail Address: gerry@pearlsforteengirls.com		
Is applicant a 501 (C)(3) organization? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		
Is applicant a faith-based organization? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>		
Federal Employer Identification Number: 39-1997970		
Executive Director: Danae Davis, CEO	Phone Number: 414.265.7555, x102	
Board President: Maureen Kolb	Phone Number: 414.350.9034	

Proposal submission(s) must be authorized and signed by an official of the Board of Directors.

Name and title of Board Official: Maureen Kolb, Board Chair

Signature of Board Official: 

NOTICE:

A false statement or misrepresentation in the proposal to obtain grant funds and if funds are awarded, the funds and contract will be in default and the City may declare all of any part of the funds paid out immediately due and repayable to the City and the contract voided.

PART 1: PROGRAM DESIGN & SPECIFICATIONS

60 POINTS TOTAL

If you need more space in any section, you may attach additional pages

1) HOUSEHOLDS/CLIENTS SERVED

5 pts. Maximum

a) Describe the specific target population to be served, including target low income level and special needs populations, as applicable.

Mission: PEARLS for Teen Girls is improving quality of life and strengthening our community one girl at a time by empowering young women with self-development tools, guidance and support to strive for better, brighter futures by living out the PEARLS values: Personal Responsibility, Empathy, Awareness, Respect, Leadership and Support.

Why is there a Need for PEARLS for Teen Girls?

In 2012, the need for PEARLS for Teen Girls in Milwaukee has never been greater. Some of Milwaukee's most vexing systemic poverty problems have been exacerbated recently.

- Milwaukee remains among the top ten cities with the highest poverty rates in the country with a jump in poverty from 27% in 2009 to 29.5% in 2010 (US Census Bureau, 2011).
- Poverty among children in Milwaukee in 2010 was a staggering 46.1% (US Census Bureau, 2011).
- Milwaukee Public Schools ranks 47th in high school graduation rate among the nations' 50 largest school districts (EPE Research Center, 2009).
- Milwaukee Public School African-American females have an estimated high school graduation rate of 46 percent, a figure that is one half of the state's overall high school graduation rate (Wisconsin Policy Research Institute, 2007).
- While making strides in the past ten years, Milwaukee continues to have one of the highest teen pregnancy rates in the nation (Wisconsin Department of Health Services, 2011).

Year	2011	2012
Total Participants	850	954
Ethnic Origin		
▪ African American	86%	85%
▪ Latino/Hispanic	5%	5%
▪ Caucasian	4%	4%
▪ Asian	1%	1%
▪ Native American	>1%	>1%
▪ Other	4%	5%
Grade Level		
▪ Middle School	75%	75%
▪ High School	25%	25%

b) Specify the total number of households to receive direct services by your program in 2013.

PEARLS will serve a minimum of 1,100 clients in the City of Milwaukee by the end of 2013 and 1,200 by the end of 2014.

DO NOT WRITE BELOW
(For CDGA Use Only)

Comments:

Score:

2	Households/ Clients Served (5 pts maximum)
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2) OUTREACH:	(5 pts maximum)
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a) Describe in a narrative, your agency's outreach and all of the methods that will be used to inform eligible persons about your program.

PEARLS' programming is offered at 28 sites throughout Milwaukee where the girls we serve already congregate. These include schools, churches, public-health centers and community organizations. Our neighborhood partners greatly assist us in outreach by providing informational booths at their community events, as well as facilitating referrals from teachers, staff, youth workers, and guidance counselors. We also recruit in the neighborhoods we serve by distributing flyers and staffing information booths at community events.

PEARLS receives many referrals via positive word-of-mouth from parents, participants, other youth-serving organizations and social-service agencies, as well as such child-welfare agencies as Wraparound Milwaukee. As Milwaukee's signature program for the self-development and empowerment of at-risk girls, PEARLS also enjoys considerable media attention, including print, radio and television. This serves to attract additional interest in, and inquiries about, the program from potential participants.

DO NOT WRITE BELOW
(For CDGA Use Only)

Comments:	<u>Score:</u> Outreach (5 pts maximum)
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Describe in detail **ALL OF THE FOLLOWING:**

3) The specific **ACTIVITY** to be performed.

Score: _____ (20pts. maximum)

Activity #1: Using PEARLS Leadership Compass girls learn to identify, set and work toward positive goals that are important to them. Girls receive ongoing coaching/support to reach their goals. Girls are linked to academic, career, health and other community resources to help them achieve goals. Development of this skill in adolescence helps participants envision and achieve their adult career goals.

Activity #2: Evidence-based pregnancy prevention (*Making Proud Choices*) and substance abuse prevention (*Too Good for Drugs & Botvin LifeSkills*) embedded in all PEARLS groups.

Activity #3: Each active PEARLS girl will have the opportunity to participate in some aspect of identifying, planning, implementing and evaluating a youth driven Community Leadership Project.

4) The **GOALS** of the program.

Score: _____ (10pts. maximum)

- PEARLS girls will be able to negotiate and sustain positive relationships (Peers, Family, Teachers, and other adults).
- PEARLS girls will achieve academic success.
- PEARLS girls will understand decisions related to pregnancy and STI prevention.
- PEARLS girls will understand decisions and consequences of drug and alcohol use through ATODA curriculum.
- PEARLS girls will have an increased desire to implement pregnancy prevention and safe-sex behavior in future interactions.
- PEARLS girls will increase their capacity and comfort level for being accountable for their own decisions.

5) **Outcomes**

Score: _____ (15pts. maximum)

- a. Describe the expected outcomes, (results, impact or change) expected to come about as a result of your program and describe how these contribute to one or more of CDGA's long term outcomes which are: 1) Reduce Crime; 2) Increase Property Values; 3) Increase Economic Vitality; and, 4) Improve Quality of Life.

Improve Quality of Life:

- 100% of girls participating in school year programming will have an opportunity set one or more self-determined S.M.A.R.T. goal.
- 80% of PEARLS girls will set goals and create plans for goal attainment.
- 70% of PEARLS girls setting a goal and remaining through the semester will successfully achieve their goals.
- At least 65% of active PEARLS girls who set academic achievement goals will achieve them.
- At least 95% of active PEARLS seniors will graduate from high school.

- At least 85% of active PEARLS seniors who are interested in college will be accepted to college.
- At least 90% of active PEARLS participants will avoid teen pregnancy.
- 80% of active girls will be involved in girl-driven community service projects.

BUDGET & RESOURCES LEVERAGED

(5 pts. maximum)

Include a proposed budget for your program utilizing the enclosed budget forms.

The budget forms are on pages 24-25.

DO NOT WRITE BELOW
(For CDGA Use Only)

Comments:

Score:

**Budget & Resources leveraged
 (5 pts maximum)**

**PART 2: EXPERIENCE
40 POINTS TOTAL**

1. AGENCY EXPERIENCE:

(15pts maximum)

Describe your agency's specific experience in providing the service for which funding is requested.

In 2013 PEARLS for Teen Girls enters its 20th year of operations. In that time it has become Milwaukee's signature program for the self-development of girls ages 10 - 19. The young women we serve live in high-crime, economically challenged areas where failing schools and distressed families are the norm. Girls who do not finish high school or become pregnant face staggering odds against achieving economic security in adulthood. PEARLS focuses on girls during their critical teen years, when their choices about school, relationships and substance abuse can have lifelong consequences. Therefore, PEARLS pursues two overarching long-term goals:

- Increase high school graduation and college acceptance among Milwaukee's girls of color; and
- Work toward the goal set by the United Way of Greater Milwaukee in 2008 to decrease teen pregnancy rates by 46% by the year 2015.

PEARLS for Teen Girls reviews program participation and progress on a regular basis for girls who actively participate in our programs. In the past five years, outcomes have averaged 99% for such measures as teen pregnancy-prevention, high-school graduation and college acceptance. Each year, PEARLS reaches a greater number of girls without losing program fidelity or compromising our core values. PEARLS has been able to do this because we believe that girls' self-development occurs every day in every activity; no incident or event is so insignificant that it cannot impact personal growth. Indeed, every feeling, thought and behavior weaves its way into the foundation that forms girls' identities.

PEARLS is a high-frequency program that focuses on developing true girl/adult partnerships and strong peer relationships to provide a secure base for girls as they venture out to pursue their self-defined goals. Most importantly, our growing ranks of alumnae help us refine our approach while motivating current participants.

We have two decades of experience in providing at-risk girls with the opportunity to explore their dreams and make concrete plans to achieve them. Sound principles regarding the healthy social and emotional development of young women undergird our distinctive Leadership Compass, which guides all activities. Our current Self-Development Curriculum© was originally developed in partnership with curriculum experts from Alverno in the early 2000's. Since the development of that curriculum, PEARLS has enhanced our programming and population of girls served. Based on what we've learned, we established a partnership with Alverno College's Research Center for Women and Girls in 2012 to assist us in creating an updated version of our Self-Development Curriculum©. With the help of PEARLS alumni, PEARLS staff and Alverno staff, we are updating the curriculum to fit the needs of the girls we serve today.

DO NOT WRITE BELOW
(For CDGA Use Only)

Comments:

Score:

**Agency Experience
(15 pts maximum)**

6

2. STAFF EXPERTISE:

(5 pts maximum)

**Describe your agency's specific staff experience in providing the service for which funding is requested.
(Include education, years of experience etc.)**

Danae D. Davis, Chief Executive Officer

Danae D. Davis is Chief Executive Officer of PEARLS for Teen Girls. Ms. Davis has more than 25 years of executive level experience in the public and private sectors, most recently serving as Director of Diversity at Miller Brewing Company. She was a member of the University of Wisconsin System Board of Regents from 2003 until September 2011. She currently serves on the 88Nine Radio Milwaukee Board, is on the Greater Milwaukee Foundation's Milwaukee Succeeds Leadership Council and she serves on the Boards of Schools that Can Milwaukee and University School Milwaukee. In 2012, Danae was named a 'Woman of Influence' by The Business Journal and was selected to attend Harvard University Business School's Strategic Perspectives on Nonprofit Management program. She holds a JD from the UW-Madison Law School. In addition to her considerable executive skills and experience, Ms. Davis brings to PEARLS a lifetime commitment to helping young women achieve their full personal potential.

Gerry Howze, Director of Program Services

Gerry Howze was the first Program Coordinator for PEARLS once it became a nonprofit in 2001, and the first Director of Program Services for the organization. She holds a Bachelor of Science degree in Human Services from Springfield College and has received the national Humanics award for her personal and professional achievements. Gerry is pursuing a Master's degree in Adult Education/Organizational Development from Alverno College.

Nichole Muex, Operations Coordinator

In first year of employment at PEARLS, Nichole is a former teen mother who is currently pursuing a Bachelor's degree in Human Services Management. She uses her personal experiences to educate youth on making choices that will lead them to a productive adulthood.

Glenna Scholle-Malone, College & Career Readiness Coordinator

Glenna Scholle-Malone graduated from the University of Wisconsin-Madison with a Bachelor's degree in Human Development and Family Studies focusing on Child Development and a minor in Educational Policy Studies. During her college career at Madison, Glenna gained an extensive amount of experience working with at risk youth as a Bilingual Program Assistant for the Boys and Girls Club of Dane County as well as acting as a Research Assistant with the UW-Extensions office. As Project Coordinator for PEARLS, Glenna promises to use her passion, hard work and dedication to ensure that all PEARLS girls are supplied with the necessary tools to receive quality and timely information and exposure as it relates to each girls college and career related aspirations. She is currently working on her Masters at Concordia University for Student Personnel Administration. Now in her third year at PEARLS, Glenna is building a post-secondary education pipeline to support girls college and career aspirations.

Jessie Lidbury, Volunteer & Alumnae Relations Coordinator

A UW-Eau Claire graduate with a bachelors in Political Science and Legal Studies, Jessie Lidbury started with PEARLS in April 2013 and brings a background in local, federal and international legislative staffing and community organizing, volunteer management, strategic planning and experience in nonprofit Development efforts. She is committed to supporting the next generation of young women through creating a culture of empowerment and action by engaging all aspects of our community to be part of the solution to the challenges we face.

Kelly Blume, Program Coordinator & Data Analyst

Kelly Blume holds a Bachelor of Arts Degree in Political Science from Marquette University. She has worked as a Program Coordinator at PEARLS for 4 years, and in March 2013 began working part time as a Data Analyst. She is passionate about service and understands the power of building understanding through diversity. At PEARLS, her dual roles of service provider and data analyst allow her to find innovative ways to capture program data that truly reflects PEARLS' impact.

Melissa Blue, Program Coordinator

Melissa is an artist who is enthusiastic about using her gifts to empower youth and the community. She earned her Bachelor's Degree in Africology from the University of Wisconsin—Milwaukee in 2006. After working in both corporate and nonprofit sectors she ultimately found her passion in working with young women.

Jona Moore, Program Coordinator

As a former PEARLS participant and teen facilitator, Jona has a passion for helping youth and making a difference in their lives in any way that she can. Jona graduated from Jackson State University with a degree in Biology Pre-Med. She is currently a student at UWM in their certificate program for Pre-Medical sciences. Previously working as the College Readiness Assistant for PEARLS, Jona helped with many tasks focused around helping high school girls with college. Jona's ultimate career goal is to be in the medical field, but at this time she is wholeheartedly dedicated to being a Program Coordinator and giving back to PEARLS, because they have been so supportive in her journey. She wants to be able to help the young ladies of this generation receive the same love and support that she did as a PEARLS girl.

Stephaine Crosley, Program Coordinator

Stephaine is a Milwaukee native who earned a basketball scholarship to Cleveland State University, where she graduated with Bachelor's degrees in Social Work and Communications. In 2012, Stephaine earned her Master's Degree in Education, and is currently working towards a Master's Degree in Professional Counseling at Concordia University. She came to PEARLS in 2011 to fulfill her commitment to making a difference in her hometown.

Jocelyn Mason-Saffold, Program Coordinator

Jocelyn has a deep passion for ensuring that youth feel empowered, treasured and unique. Her love to create meaningful personal relationships with youth led her to pursue youth development professionally. Prior to joining PEARLS, Jocelyn studied Drama and Psychology at Spelman College in Atlanta, GA. Jocelyn served the youth population throughout her undergraduate matriculation in a myriad of organizations and graduated from Spelman in May of 2011. Jocelyn believes that as we empower others, we empower ourselves, and that joy and laughter are two of life's most precious gifts.

Mykelia Putman, Program Coordinator

Mykelia began her Pearls journey as a Pearls girl when she was in the seventh grade at Jackie Robinson Middle School. She joined the Pearls staff in the tenth grade as a Teen Facilitator, a role she was recommended for and held for the remainder of her high school career. After high school, she attended the University of Wisconsin – Milwaukee and stayed employed with Pearls as a Junior Program Coordinator. Upon graduating from UWM with a degree in Human Resource Management, she was promoted to her current position as a Program Coordinator. Mykelia loves the Pearls program and thanks them for the many successes that are in her life.

PEARLS' girls also have an opportunity to work for the agency. Teen Facilitators are hired from the current participants with a GPA of 3.0 or higher. Junior Program Coordinators are currently enrolled college students, many of whom are PEARLS alumnae and former Teen Facilitators.

DO NOT WRITE BELOW
(For CDGA Use Only)

Comments:

Score:

Staff Expertise
(5 pts maximum)

7

**3. FINANCIAL/ORGANIZATIONAL/BOARD &
ADMINISTRATIVE STRUCTURE**

(5 pts maximum)

Describe all of the following about your agency:

a. Financial structure:

PEARLS' Board Treasurer also serves as Chair of the Board's Finance Committee. The entire Board approves the recommendations made by the finance committee. Annually, the Finance Committee shepherds the financial audit of the organization and recommends the approval of the audit to the board at mid-year. On an annual basis, the CEO submits a budget for the Board of Directors' approval at its December meeting. Thereafter, the Board meets bi-monthly to address organizational issues, including a review of the financial status of the organization.

b. Organizational & Administrative structure:

See attached Organizational Chart for PEARLS.

Administratively, the CEO ensures that the entire PEARLS staff operates in a manner consistent with the organization's vision and mission. She is also responsible for raising funds for the organization and reports directly to the PEARLS Board of Directors. The Operations Coordinator maintains PEARLS' daily operational tasks.

The Director of Program Services supervises all programming staff and ensures that programming outcomes are measured and goals are met. Each Program Coordinator (PC) is responsible for programming at different partner sites and the Teen Facilitators (TF) or Junior Program Coordinator (JPC) who work for those sites. Teen Facilitators help Program Coordinators to facilitate sessions for middle-school groups. Program Coordinators facilitate high-school groups in partnership with Junior Coordinators, Interns and/or Volunteers.

c. Board structure:

The Board of Directors oversees the affairs of the organization, including budget, policy and the future direction of the organization. Board Officer positions include President, Vice President, Treasurer and Secretary. Board members also serve as Chairs of the Finance, Development, Marketing/Communications and Governance Committees.

DO NOT WRITE BELOW
(For CDGA Use Only)

Comments:

Score:

**Financial/Organizational/
Board & Administrative Structure
(5 pts maximum)**

8

4. ACCOMPLISHMENTS

(15 pts maximum)

A) Existing Agencies (Currently Funded by CDGA):

Please summarize your performance during the past two years including stated goals and actual accomplishments realized to date. Accomplishment numbers are subject to verification by CDGA.

PEARLS Outcome Data				
Year	Number of Girls Served	Teen Pregnancy Prevention Rates	High School Graduation Rates	College Acceptance Rates
2011	850	99.6%	100%	100%
2012	954	99%	100%	100%

Additional Accomplishments Include:

PEARLS curriculum is anchored in a process of girls setting S.M.A.R.T. goals each semester. Our goal setting outcomes continue to stay strong. In 2012,

- 100% (954 of 954) of PEARLS participants had an opportunity to set a goal
- 75% (536 of 711) of active participants achieved their goal.
- 71% (349 of 494) of academic goals set were achieved.

Failure to provide the required documentation will result in a score of zero for this section.

B) New Groups (not currently funded by CDGA):

Please summarize your performance during the past two years including stated goals and actual accomplishments realized to date. **New groups must include THIRD PARTY documentation verifying the stated accomplishments.** This may include written statements from current funding sources, agency annual reports, etc.

NOTE: A written narrative alone by the applicant does not qualify as documentation of accomplishments.

Failure to provide the required documentation will result in a score of zero for this section.

DO NOT WRITE BELOW
(For CDGA Use Only)

Comments:

Score:

**Accomplishments
(15 pts maximum)**

AGENCY BUDGET: EXPENSES

Organization: PEARLS for Teen Girls, Inc.

Program Name: PEARLS Program Support 2013-14

Show a proposed budget for the program for which you are applying. Include all committed and pending funds for your program.

CATEGORY	Requested CDBG Funds	Committed Funds (list source)	Pending Funds (list source)
Personnel	\$50,000.00	\$50,000 United Way	\$26,500 Fighting Back
Fringe Benefits			
Occupancy/Utilities			
General Services (training, travel, printing, advertising, memberships)			
Supplies (office products, postage, computer and cleaning supplies, etc.)			
Contractual Services (accounting, legal, consulting, insurance)			
Equipment(Purchase/Rental)			
Other Costs(Describe)			
TOTAL COSTS	\$50,000.00	\$50,000.00	\$26,500

TOTAL AGENCY BUDGET: REVENUE
(inclusive of all programs operated by your agency)

Organization: PEARLS for Teen Girls, Inc.

Show a three year history of **actual revenue** received by your agency for the three year period shown. If more space is needed continue with another page.

CATEGORY	2010	2011	2012
Government Grants (list sources)			
Government Grants (list sources)			
City of Milwaukee – Community Development Grant Administration	30,000	30,000	30,000
Fighting Back	62,149	53,000	26,500
Community Advocates – Brighter Futures	100,000	100,000	175,000
Subtotal Government Grants:	\$192,149	\$183,000	\$231,500
Foundation Grants (list sources)			
Bader Foundation	40,000	0	pending
Joan & Fred Brengel Family Foundation	4,500	4,500	pending
Brewers Community Foundation, Inc.	10,000	10,000	10,000
Elizabeth A. Brinn Foundation	10,000	n/a	n/a
Brico Fund	20,000	20,000	25,000
Charles D. Jacobus Family Foundation	15,000	n/a	pending
Forest County Potawatomi Community Fdn.	20,000	0	pending
Gardner Foundation	5,000	3,500	n/a
Greater Milwaukee Foundation	42,000	45,000	45,000
Einhorn, Stephen and Nancy Family Foundation	5,000	5,000	0
Herzfeld Foundation	30,000	25,000	25,000
Lubar Foundation	7,500	7,000	0
Morris, Phillip and Fannie Foundation	4,000	2,000	n/a
Nicholas Foundation	10,000	15,000	pending
Northwestern Mutual Foundation	25,000	0	25,000
Ruddie Memorial Youth Foundation	0	0	15,000
Stackner Family Foundation	5,000	3,000	3,000
Steigleder, Bert L. and Patricia Charitable Trust	5,000	10,000	pending
Trainer Family Foundation	1,500	0	pending
Weiss Family Foundation	8,000	11,000	pending
Jane Bradley Pettit Foundation	0	10,000	pending
Krause Foundation	2,500	2,000	pending
Mitchell Field Rotary	500	500	500

Green Bay Packers Foundation	0	4,500	pending
Women's Fund	0	10,000	pending
Faye McBeath Foundation	0	20,000	20,000
Tate Family Foundation	0	5,000	pending
Zilber Family Foundation	0	25,000	25,000
Subtotal Foundations:	\$270,500	\$238,000	\$193,500
Other Revenue (list sources)			
Corporate and Corp Foundations Donations	265,711	221,016	101,871
Individual Donors	124,509	167,980	61,410
Organizations	66,998	61,831	54,411
Subtotal Other Revenue:	\$457,218	\$450,827	\$196,069
TOTAL			
REVENUE	\$919,867	\$871,827	\$621,069

**Board of Directors Roster for Agencies with Grants Administered
by Community Development Grants Administration**

Organization Name: PEARLS For Teen Girls, Inc.
 Organization DUNS Number: 82-539-4328
 Date Completed: July 23, 2013
 Program Year: 2014

NAME & TITLE	RACE	ADDRESS-INCLUDE CITY, STATE & ZIP	TERM EXPIRATION
NAME: Meg Brzyski	Caucasian	1250 W. Wisconsin Ave Milwaukee, WI 53201	December 2015
TITLE: PEARLS Development Co-Chair			
NAME: Danielle Clarke	Caucasian	111 E. Wisconsin Ave. Milwaukee, WI 53202	December 2015
TITLE: Finance Chair			
NAME: Ricardo Diaz	Latino	1028 S. 9 th Street Milwaukee, WI 53204	December 2014
TITLE: Community Volunteer			
NAME: Barbara Faucett	African American	7837 N. Boyd Way Fox Point, WI 53217	December 2014
TITLE: Community Volunteer			
NAME: Susan Friebert	Caucasian	9708 N. Columbia Creek Ln Mequon, WI 53092	December 2013
TITLE: Community Volunteer			
NAME: Tawanna Jackson	African American	3202 W. Dakota Ave Milwaukee, WI 53215	December 2014
TITLE: Marketing & Communications Chair			
NAME: Maureen Kolb	Caucasian	8008 Poplar Drive Fox Point, WI 53217	December 2015
TITLE: PEARLS Board Chair			
NAME: Christie Krugler	Caucasian	6012 N. Berkeley Blvd Whitefish Bay, WI 53217	December 2014
TITLE: Board Secretary & Development Co-Chair			
NAME: Michelle Nettles	African		December 2015

TITLE: MillerCoors Brewing Co:	American	250 South Wacker Dr. Chicago, IL 60606	
NAME: Ninveh Neuman	Caucasian	1201 S. Second St Milwaukee, WI 53204	December 2015
TITLE: Rockwell Automation			
NAME: Vinita Paul	East Indian	789 N. Water Street Milwaukee, WI 53202	December 2013
TITLE: PEARLS Governance Chair, Heartland funds			
NAME: Shontra Powell	African American	5757 N. Green Bay Ave Milwaukee, WI 53201	December 2016
TITLE: Johnson Controls			
NAME: Jill Hamill Sopha	Caucasian	3700 W. Juneau Ave Milwaukee, WI 53208	December 2014
TITLE: Harley Davidson Motor Co.			

PEARLS Alumnae Association Advisory Committee created in pursuant to the PEARLS Board of Directors

NAME: Marshay Montriel	African American	3701 W. Oklahoma Milwaukee, WI 53215	December 2014
TITLE: Community Volunteer			
NAME: Crystal Tolbert	African American	2311 W. Wisconsin Ave. #9 Milwaukee, WI 53209	December 2014

The Slate of Officers of the Board Shall Commence on January 1, 2014 and End on December 31, 2014.

NOTE: THIS FORM MUST BE SUBMITTED WHENEVER THERE ARE BOARD CHANGES.

