



2016 Annual Report
Port Washington Adult Community Senior Center
City of Port Washington

Submitted by Catherine Kiener, Director
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Attachment: Fiscal Summary Report for 2016

Port Washington Adult Community Senior Center
403 West Foster Street
Port Washington, WI. 53074

Mission: To promote healthy aging by providing cost effective programs, classes, activities and services to citizens 55 years and better.

40 + Years as the Gem of Strength for Active Aging in the Greater Port Washington Community

Port Washington Adult Community Senior Center Annual Report 2016

With Explanation of Operation of the Senior Center

The City Commission on Aging makes external policy for the Center: preparing the budget, overseeing building maintenance and repairs, overseeing Senior Board decisions which affect the budget, and administering a program of services to the Senior Citizens throughout the City. The Mayor appoints the seven members.

The participants of the Center Membership elect nine members to serve as the **Board of Directors**. They set internal policy with the Director dealing with members, programs, classes, trips, social events and revenue enhancing projects policies.

The City works with the Senior Center Director and Commission on Aging through the position of the City Administrator & the Finance Committee to establish a budget for salaries, building maintenance and repair, as well as utilities. The Senior Citizens finance daily activities and special projects through program and class fees, fundraising, and membership dues. The Senior Membership funds currently provide funding for 98% of office supplies, 100% of program supplies, and 10% of housekeeping supplies. The Senior Center Membership funds maintain accounts from the above financing methods and donations to offset classes, programs, trips, volunteer recognition, and social events.

The City budgets for revenue, which comes from the membership dues (of citizens choosing to pay additional support for the service), building use by organizations, clubs, card parties, and the fair share tax fee from users outside the City & Town of Port, and Village of Fredonia tax base. Participants who are not members or live outside of the City or Town of Port and Village of Fredonia are assessed an additional cost for programs, trips, and classes or a weekly fee. *The revenue beyond membership in the Senior Center is generated primarily by efforts of one staff at 32 hour per week and one part-time at 11 hours per week to work with members & community sponsors.*

The current membership cost in 2015 was \$17.00 per individual, \$22.00 per couple, or \$12.00 for a newsletter only subscription per year. The weekly fee for non-residents is \$2.00-4.00 per week. Additionally, for guests or non-members as a one-time participant, the cost is 20-30% more than the member price for classes, programs, special events.

Membership Table Comparing Recent Year & Two Previous Years

Year	2014	2015	2016
City, Town, & Village	488	473	480
Number Receiving Newsletter only	3 30 Complimentary	3 32 Complimentary	3 32 Complimentary
Deceased Members	13	13	12
Totals	534	508	537
Non-renewals	69 (54% increase)	38 (44% decrease from prior year)	44

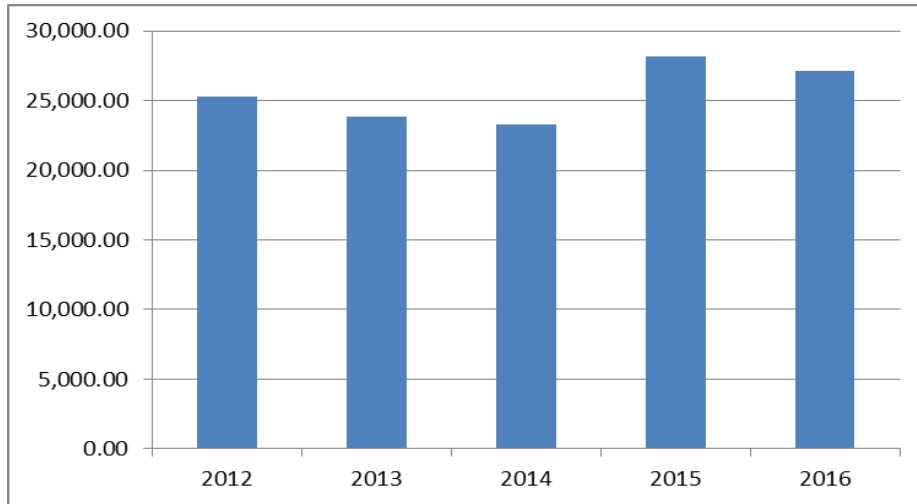
Senior Center Regular Volunteers

Volunteers for Office & Newsletter: 32

Program & Other Volunteers: 29 (non-recorded hours)

Office Volunteer Hours

Volunteer Hours Contributed in the Office: Total recorded hours were 1153.0 or an average 96.08 hours per month or 22.17 hours per week. In addition to the office, program volunteers have weekly hours that are not recorded but are vital to the activities offered.



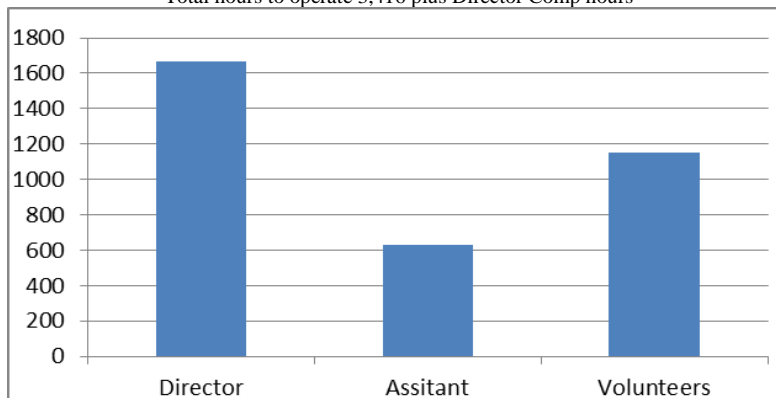
5 Year graph of Volunteer Economic Value to the City

With this number of volunteer hours, there is more Director time guiding, task delegation, and coordinating of office volunteers. The National Volunteer Center, using the Independent Sector, calculates the average wage & benefits of volunteers at \$23.56 per hour. **Using the average dollar per hour cost, Senior Center volunteers contribute “in kind wages” to the City Senior Center budget of \$27,165 a positive impact.** Many volunteers bring skills from their work life and some are entry level. The evaluation of the cost per hour stands as it is the “average” wage. The office volunteers are essential to the building & office remaining open throughout the day Monday – Friday and during meetings, staff lunch & vacations/days off which is unique among city departments.

Comparison of Hours Staff & Volunteers

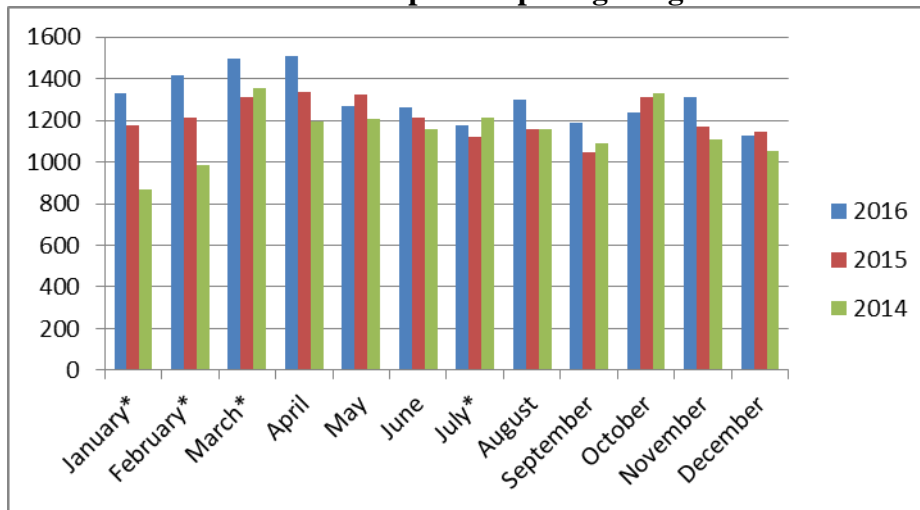
Director Budgeted hours per year 1664 (no comp time included)	Assistant hours 599	Volunteer hours per year 1153
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Total hours to operate 3,416 plus Director Comp hours



2016 Attendance Numbers

Attendance 3 Year Graph Comparing Usage of Services



2016 Attendance Chart

<u>Month</u>	<u>Monthly total</u>	<u>Unduplicated Members/ guests</u>	<u>Daily Average signed in attendees</u>	<u>New Members</u>
January*	1332	270/ 142	67	5
February*	1416	278/190	70	16
March*	1494	227/63	68	9
April	1508	286/147	72	9
May	1269	237/120	60	6
June	1260	217/98	57	9
July*	1173	242/75	58	6
August	1301	200/72	57	9
September	1189	216/83	57	6
October	1238	220/91	59	3
November	1310	232/120	66	3
December	1124	228/63	59	12
Sub-total	15,614			
Aqua Ex Use**	1752			
Bowling	600			
Bocce & Horseshoes	522			
Book Talk	152			
Volunteers for Home Delivered Meals & Driver	1136			
Total Use of Center Programs & Services	19,776 Increase of 810 or 4%		Yearly Daily Average 63 (8% increase) 11 months were higher than 2015	Total New Members 93 Increase of 41

*Attendance affected by the weather (snow, Ice or extreme cold days: Jan 3 days; March 1 day; Dec 4 days; extreme heat: July 2 days)

**TJ POOL repairs canceled class 12 times; School Holidays 6

TESTIMONIALS: *The center regularly receives comments on the service provided which are periodically shared with the Board, Commission, Mayor, & City Administrator. Here are three examples:* 1. “Thank you for the AMP Seminar. It gave me a lot of informative help.” - Terri
2. “Port is so lucky to have so much to offer the seniors” especially when you have a membership. – Judy 3. “Where else could one obtain information, entertainment, snacks, and a take home treat. Thanks for all you do.” - Bev

ACTIVITY & PROGRAM DETAILS

Day Trips Total offered: 20

Total Participants: 909

Legends in Concert (Fireside) 1/21/16	50
Peter Pan (Fireside) 3/9/16	30
Oneida Casino 3/14/16	39
Brewers verses Twins 4/23/16	40
Chicago Art Institute 4/27/16	48
Sister Act (Fireside) 5/5/16	54
Streets of Old Milwaukee 5/25/16	54
Brewers versus Dodgers 6/25/16	52
Rock'n at the Fireside 7/6/16	54
River Thyme and Green Bay 7/19/16	30
Brewers versus Diamond Backs 7/28/16	46
Singin' in the Rain (Fireside) 8/4/16	38
Arlington Horse Races 8/25/16	40
Million Dollar Quartet (Fireside) 9/8/16	45
Collingsworth Family Christian Concert 10/6/16	30
Mystery Trip 10/11/16	89 (2 buses)
Ho Chunk Casino 11/4/16	48
A Fireside Christmas (Fireside) 11/17/16	31
Shopping at the Fox River Mall 11/21/16	39
A Fireside Christmas (Fireside) 12/8/16	52

Extended Trip Total: 3 offered

Gulf Shore Breezes (Mayflower) 4/9/16	0
Amish Back Roads (N. Indiana) 8/30/16	30
Washington Waterways (Mayflower) 9/15/16	4

Lunch Bunch

Individuals participated: 87 (average 9 per meeting)

This program was held 10X's coordinated by the Senior Center where members sign up to experience new restaurants, new food trends and conversation. The 10 meetings were held in and around the surrounding Port Washington communities.

Classes and Clubs as Listed under Category Headings

There are a variety of clubs and classes offered at the senior center. These meet weekly, monthly, or as scheduled.

Regular Classes with frequency and average number participating:

Frequency of meeting listed as x per or x / – Example 1x per week or 2x/month followed by the number of the Average number or range of participants

- **Enrichment Activities:**
 - Ceramics (1x per week) – 2-4
 - Chicks with Sticks (1x per week) 18-30
 - Friday Book Club meets at Library (1x/month) 152 in 2016 –average 12 members/month
 - Delta Kappa Gamma Book Club (1x per month) – 6-10 per month
 - Mah Jongg (2x per week) – 8
 - 2 Mah Jongg Tournaments - 15
 - Lakeside Tea Society (1x / month) – 30
 - Piano Lessons by Appointment (8 x / week)
 - 3 Extended Travel Shows – 25
 - Senior Singers – (Perform community service at 8 local senior living venues) – 18

- **Wellness and Physical Activities:**
 - Aqua Exercise (3x per week) - 13
 - Green Felt Club Leagues: Fall/Winter –38
 - Summer (1x/week 12 weeks) – 20
 - Green Felt Club Drop in play (5x/week) – 8-16
 - Tuesday Night Pool – 4 players
 - Hatha Yoga (1x/week for 7 weeks, 5 sessions) - 16
 - Bocce Ball (1x/week for 16 weeks) - 16
 - Horseshoes (1x/week for 14 weeks) – 19
 - Bowling (with Harbor Hills) Sept – May League & June-Aug play: 10-15
 - WII Bowling- (1 x/week for 10 weeks 4 sessions per year) – 12
 - Circuit Training – (5 sessions 2 x week/6 weeks) – 3
 - Strong Women – (3 sessions 2 x week / 6 weeks) – 3
 - Tai Chi (4 sessions 1 x week/12 weeks) - 16
 - Zumba Gold (8 sessions 4x week/ 8weeks) –6
 - Strength with Bands (8 sessions 2 x week/5 weeks) - 8
 - Indoor Walking (3 x week) - 1

- **Demonstration Classes**
 - Yoga Basics Demo - 6

- **Craft Classes:**
 - Beginning Knitters (informal lessons throughout year) – 8
 - Make-n-Take Greeting Card Class (7 sessions) - 5
 - Learning to Iris Fold April - 10

- **Educational & Enrichment Classes:**
 - AMP (Aging Mastery Program) – 25
 - AMP Graduation - 12
 - Exploration in Art – 7
 - Watercolor Classes (1 x week) – 8
 - Open Art Studio – 4
 - Art & Histories Seminar – 9
 - Tech Tuesday: Laptop or Tablet Help (2 weeks) – 3
 - Computer Basics – 4

May iPad Seminar – 3
 Find Balance Seminar - 15
 Jungian Dream Interpretation course - 6
 Exploring the Creation / Fall – 8
 Officer Footit’s Scam Prevention – 12
 AARP Smart Driver Course – 6
 Healthy Living and Your Brain – 6
 Power of Attorney – 23
 Outpatient Seminar – 15
 Cooking with a Chef Class - 8

- **Older Americans Month programs:**

Find Balance Info and Fun - 7

- **Card & Game Clubs:**

Bridge (2x/week) – 9
 Cribbage (1x/week) – 8
 Sheepshead (2x/week) – 4
 Mexican Train Dominos (1x / month) – 6

DINING CENTER PROGRAMS

Averages: 16 participants per day -increase of 1 from 2015
 32 home delivered meals leaving Port Senior Center -increase of 9 from 2015

Total Served: 48 seniors per day from Port Washington Adult Community Senior Center

The County Aging and Disability Resource Center, under the Older Americans Act, served 4000 in addition to 26 at the picnic (**increase of 291**) congregate meals at the Port Senior Center and delivered 8,125 (**increase of 2,299**) meals in Port Washington.

The list below includes those programs where the Director, Assistant, or Volunteer was the leader or co-leader:

ACTIVITIES:

Monday at the Movies - 11x yr. with an average of 5 participants
 February “A Pot Luck Lunch” – 24
 March “Girl Scout Alumni” – 15
 Mardi Gras Party - 23
 St. Patrick’s Day Party – 76
 Oktoberfest – 48
 Halloween Party – 35
 Veterans Lunch – 6
 Cruise into the New Year - 35
 Farm Market Voucher Distribution
 Bingo - 12x year/average 10 participants per month
 FRIENDS sponsored 12 Monthly Birthday Parties – 18 – 36 per month

Kentucky Derby Game w/ Cinco De Mayo
Senior Center Month: 4 Lottery Lunches (Sept 6th, 14th, 22nd, 30th)
Plinko & Wheel of Fortune Event

Health Topics

Blood Pressure Checks 11x yr. /avg. 5 participants

Informational Topics

About John Meir; Writher (Michael Edmonds) - 24

AARP Safe Driving Course – 6

Find Balance Seminar – 15

Officer Footits Scam Prevention – 12

Healthy Living and Your Brain – 6

Outpatient Seminar – 15

Information & Assistance from Oz County ADRC 6x/year – number varies

FINANCIAL SUPPORT For Federal Older Americans Act Nutrition Program

administered by the Aging and Disability Resource Center of Ozaukee County

The City Senior Center Department and the Senior Membership club provided the following support that has a positive financial impact for the Ozaukee County Senior Dining program:

Membership: Contribute prizes 16 times per year for door, bingo prizes, &/or seasonal parties

Contribute seasonal paper goods & party decorations/favors – 4-6xs yearly.

Pays monthly movie rental 11 x year

City: Staff time cleaning area 5 days a week; utilities during dining site use; party assistance 12x for birthday and 2-4 other yearly party events.

SPECIAL EVENTS: PARTIES AND DINNERS FOR SENIORS

- NCOA music grant performers:
 - 6 throughout the year:
 - June Birthday Party Music with Mark Mrozek – 24
 - Jazz Musical Tea July - 25
 - Find Balance Musician Fest (Feat. Mark Mrozek) – 12
 - Oktoberfest & Accordion Player– 48
 - Relaxing Tea with Harpist Nancy - 25
 - New Year Party (Feat. Cruise Ship Pianist) - 20
- Italian Casino Night & Dinner – 26
- Christmas Luncheon – 107
- St. Patrick’s Day Party – 76
- Chili Supper & Memorial Pool Tournament – 60
- Spring Fling & Volunteer Recognition – 103 + 4 volunteers
- Veteran’s Celebration 5/24/16 – 6
- Senior Summer Picnic – 89
- Concert in the Park with Ice Cream Social – 115
- Craft and Bake Sale Fund Raiser -We have the Chick with Sticks, (21 members) making most of the items to sell; about 10 extra people donating and at least 10 members plus staff & a community partnership with Plus Group Financial.
- Volunteer Breakfast Training for Office 4/18/16 – 11
- Halloween Party – 35

- Senior Center Month Promotion & Events: Finding Balance & the music of Mark Mrozeki

Service and Cooperative Programs

This is an overview of programs coordinated with the community for the benefit of seniors and children or other age recipients. The numbers reflect how many seniors volunteered (service) or attended the event (cooperative):

- **Coffee Chat with the Mayor:** 3 gatherings with a total of 47 visitors.
- **Tax Assistance** by AARP – 270 (all ages) people served; + 4-5 volunteer preparers, 1 Coordinator, & 1 Facilitator each of 10 weeks
- Port Washington **City Tour Step on Guide Service** -1 tour total of 50 Visitors served
- **Red Cross Blood Drives** – 2 Drives in cooperation with St. Matthew’s –96 community & senior participants
- Hosted one Parent Night Out for Park and Recreation Department
- **Library Materials** Monthly at Center – approximately 40-50 users
- **Chorus Performed** at Heritage, Lakefield Adult Daycare, Forest Haven – Fredonia, Harbor Club LLC, Ellen’s Home – 9 performances with 16 members.
- **Ozaukee County Senior Games** - (1x/year 67 registered) - from Port 32 participants and hosting 7 of 16 events in Port.
- **Ozaukee Senior Conference** – Conference Member, Booth Display – 260 +
- **Ice Cream Social** with Rotary Club, Columbia St. Mary’s, Friends of the Senior Center & Harris Bank at Rotary Park 115 participants and 6 volunteers
- Fair Friends **County Fair** participation– (Chicks with Sticks & other members entering projects in the Ozaukee County Fair) 58 plus entries – 1 Outstanding Ribbon (Purple) 6 Merit Ribbons (Yellow Ribbons), 33 Blue ribbons, 18 red ribbons, 4 white and 3 pinks
- VFW Meetings – 10x yr. with 4-10 participants
- Sold Tickets for Port Washington High School Scholarship Group Kid’s From Wisconsin
- Blood Pressure Checks – 1x mo./ 11 months– 5 participants
- Ozaukee County Benefit Specialist bi-monthly on site – 12-15 participants per month
- Ozaukee County Senior Dining Site & Ozaukee County Senior Dining Picnic Center Membership donates Prizes, paper products, decorations & copier usage
- Care for Your Feet- Toe Nail Trimmers- 6 times per year - 5 per 3 hour time block
- Chicks with Sticks: Contribution with channel 4’s Local baby shower for the Port Food Pantry, donating 45 items.
- **Referral Source** on senior health care, housing, day care, home health care, ADRC, and more to Port Washington and greater community.
- **Posting Community Events:** Main Street, Bid District, School District Technology Classes, United Way, Legion, Senior Apartments, Senior Service Companies, etc.
- **Resource redistribution** such as books, craft materials, and magazines to daycares, schools, church projects, prison program and service groups
- Senior Book Shelves for exchange/reading of paperback & hardcover books

- Books from Senior Shelves to Library book sale totaled 455
- **Library financial support**- 455 Used books donated to Library and sold for approx. \$227 in revenue to library
- **Financial assistance to city above revenue**: Paper products donated 513 items

Assistant Activities in 2016 Jan-Dec

Assistant follows up on the delegation from the Director of planning programs, implementing policies, and general office duties. Assistant helps Director lead programs for members and dining site participants and escorts some trips. **An overview includes**: fundraisers - 2x; special events -6x; assists at monthly tea club; assists with schedule for Senior Singers & Library Project; assists with typing of calendar page & designated sections for the Leisure Times (monthly newsletter). Touring new & prospective Center members. **Additional duties**: the Assistant is responsible for office work such as preparing weekly record of funds received, balancing checkbooks, entering data for monthly financial summary, collecting membership and activity fees, answering the telephone, preparing donation requests for 4 different events; typing thank you letters and other office or program correspondence, internal posting of events, seasonal decorations, and other duties as assigned by the Director. (x means times)

This was done in an average of eleven and one-half (11 ½) hours per week

Director Summary of 2016

The year included the following highlights, in addition to financial responsibilities for City budget and Senior Center accounts for programs, overseeing the physical plant maintenance of the Center, carpet and window cleaning schedules, building repairs, and coordinating the schedules of two very part-time staff in addition to 3 weekly office volunteers; **32 on call office volunteers & 29 program volunteers and 8 contract instructors**, the Director represented Port Washington Senior Center at area meetings such as the Ozaukee Aging Consortium, County Commission on Aging, Healthy Ozaukee Coalition, Wisconsin Association of Senior Centers (WASC) District 2, and Ozaukee Senior Conference. The Director also participates with the Library, Park & Recreation, and School District. The Director works cooperatively with Cedarburg & Grafton Senior Centers. The Director plans events, speakers, trips, and programs in addition to overseeing senior implemented programs & activities.

An overview of Director duties:

Major descriptors, for the position, with many happening simultaneously or multi-tasked, are: Facilitator, Organizer, Volunteer Coordinator, Director, Sales/Marketing staff, Public Relations, Accountant/Bookkeeper, Program Leader, Advocate, Technology Coordinator, IT Trouble shooter, secretary, human resources, and communications manager.

- **Human Resource Management: *Part-Time Staff*** Assistant & Environmental Maintenance Position weekly meetings on tasks, supplies, & seasonal items; ***Contract Program Leaders & Volunteer Leaders*** oversight
- **Volunteer Coordinator: training for 2 new office volunteers**, new special event volunteer, and annually for all office assistants on program registration fee & payment collections, computer use, copy machine, telephone use, etc.
- Director Job Description – started a comparison from other Director’s for an update

- **Accountant/ Bookkeeper with Budget work** such as invoices, bid solicitation, record keeping, banking, program expenditure calculations, and financial summaries. Prepare documents for Audit Committee of the Senior Center Board of Directors
- **Financial records management for Senior Center & City funds and coordination of Center Annual Audit**
- **Friends of the Port Senior Center** coordination of meetings & Center donations
- **Purchasing Manager** –assorted program & facility supplies
- Donation request follow up & pick up for program supplies – chili supper, spring fling, picnic, Italian Night, silent auction fundraiser, and Christmas Luncheon
- **Facilitate revenue** through marketing of ad space in the Leisure Times, increase in membership; sponsorships or partnerships for senior events
- **Monthly agenda and financial report** preparations for Commission on Aging, Senior Board Meetings, & Ad-Hoc Strategic Plan Committee
- **New Member & Prospective member** introductions, tours, explanations
- Developing written procedures for assistant & office volunteers
- Coordinated with Committees and Consultant the **2016 Community Development Block Grant Application (CDBG-PG** for Center long-term location; meetings, financial support
- **Coordination of Friends of Senior Center Board meetings & project completion**
- **Friends Capital Campaign Committee** – hired consultant, set up process for initial phase
- **Marketing & Press Releases** monthly for newspapers & City web page; quarterly for city newsletter, bi-monthly for Transitions Magazine, seasonal cable updates, and monthly for internal events.
- **Social Media & Technology based publicity: Facebook Page** update weekly & Pinterest Page update quarterly or more
- **Marketing** materials reviewed and updated as needed (annually to quarterly)
- **Community Programs for Adults** Seasonal Flyers 3-5 per year
- Correspondence such as thank you letters and new member inquiries or citizen concerns
- **Develop procedures & create forms** to improve operations & work flow as needed with new forms or policies for members and/or staff
- **Plan & Facilitate Programs:** chorus schedule, tea club monthly, lunch bunch 6x year, 20 trips, 17 special events plus Ozaukee Senior Games, Ozaukee Senior Conference, Classes, Clubs, Ozaukee County Fair entries
- **Coordinate & Facilitate Coffee Talks with the Mayor** 3x's in 2016
- **Coordinate Ad Hoc Strategic Plan Committee** – attended CDBG training
- Seasonal Decorating of Main room with Assistant
- Work with County to host Senior Dining Site 5 days per week with Home delivered meals
- Speaking engagements
- **Building maintenance** –communication of repairs with owner
- **Technology Coordinator:** Ensure system scans are run on the computers
- Update Information with other community groups such as COPE, ADRC
- Memorials – distribution/use per request
- Other assistance in field of expertise to peers

- Meetings: Professional, cooperative program planning, staff, & other City
- Cooperative promotion and development with Park & Rec for Summer Brochure & Seasonal Programs
- Volunteer Recognition Award- Given to a 4 year Youth Volunteer

Director's Professional Activities:

Completed **Annual Certification** as Certified Park and Recreation Professional (CPRP) as well as Certified Therapeutic Recreation Specialist (CTRS);

Wisconsin Association of Senior Centers (WASC) District 2 Delegate to the Board of Directors; attend Board meetings 3-4X per year; plan District Meetings 1-2X per year – Major contribution to the Board Revised the professional membership brochure

WASC Conference Auction Committee 2016

Aging Mastery Program (AMP) Coordinated Grant Assistant for first class in Port and second in Grafton first Program grant for the Aging Mastery Program

Ozaukee County Senior Conference Committee with speaker & food sub-committee duties;

Completed professional surveys for: National Council on Aging, National Council Therapeutic Recreation & National Recreation and Parks Association

Senior Center Recognition and Community Participation:

Ozaukee Fair Friends Participants in 2016 Ozaukee County Fair

Lakeside Tea Society Listing in the national magazine Tea Time Nov/Dec 2016 issue
Publicity for Senior Center Month

Photo of Port Washington Senior Members in Transitions Older Adult publication by Oz Press

Older Americans Month (May) Event

Volunteer recruitment & recognition event & annual office volunteer training

AARP Recognition – as host Site for tax assistance field phone calls averaging 30 per week from Feb- March with additional calls January to April

Increase visibility through Senior Center Month events in September

Honorary Associate Producer Award from the Fireside

Park & Recreation Department Summer Brochure information

District Aquatic Center – 3X per week Aqua Exercise Class

Senior Center as Community Focal Point:

Organizations & School District Postings for Events

Referrals of community members to appropriate City or County departments and agencies

Oversee community donations by the Chicks with Sticks to the Food Pantry & baby hats for St. Mary's Hospital; Donations to Community Baby shower with Sentry and WTMJ Channel 4 benefits Port Washington Food Pantry

Book donations to WJ Niederkorn library approximately over 455 books donated for the Library sale and financial gain of Library

Update information on Senior Center for other non-profit publications

Port Tourism Partner for City Motor Coach Step-On-Guide Tours

Donations to other agencies of over supply or non-usable donations such as St. Vincent De Paul and yarn to prisons program

Assisted in planning performances in the community for the Senior Singers

Committees Responsible for Senior Center & Membership Operations:

City Commission on Aging Members:

David Owens, Chairman beginning 6/13	Suzanne Bruner
Edie Webb	Pat Poole
Sally Schirk-Ehrlich	
Bill Driscoll, Alderman beginning 5/13	
Beth Smyth, Secretary 6/13	

Senior Center Board Members:

Tim Lewien, Chairman	
Bonnie Knaub, Vice Chairman	
Lynn Kassouf, Secretary	Paul Michel
Terri Wysocki	Rosemary Marciniak
John Jacque	Betty Bogle
Mary Niedemeyer	

Ad-Hoc Strategic Plan Committee:

John Jacque, Chairman	Paul Ehrlich
Irene Taylor	Tom Murphy
Bill Driscoll, Alderman	Mary Fran Lepaska, Secretary
Joe Millonzi	Suzanne Bruner
Edie Webb, Commission on Aging Rep	John Sigwart
Christine Flint	