



2025

COMMUNITY
IMPACT
REPORT





Our mission is to nurture and sustain
child-centered, antiracist
early learning communities.

www.brightspark.org

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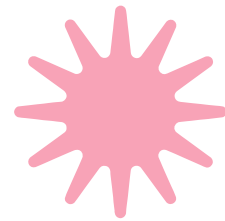
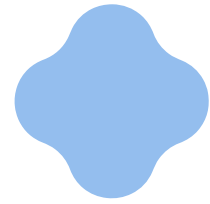
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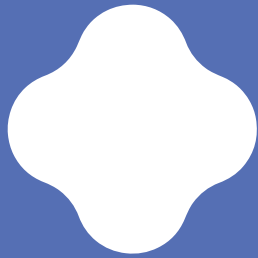
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INTRODUCTION





Get to Know BrightSpark!

Founded in 1990, BrightSpark Early Learning Services supports children, families, child care providers, and community partners across King and Pierce Counties. We work to ensure that every child has access to a high-quality early learning experience. We offer a wide range of services, resources, and supports to help every caregiver and educator create the best outcomes for the children in their care.

Our mission is to nurture and sustain child-centered, antiracist early learning communities.

Our core values are:



We Are Stronger Together.

We Honor Community Strengths.

We Seek Continuous Learning and Improvement.





WELCOME MESSAGE

Hello Friends & Supporters of BrightSpark,

When reflecting on the last twelve months, two things in particular come to mind: pride and gratitude. We are so proud of our staff, our work, and the communities that we serve, and we couldn't be more grateful for their contributions. Together, we advanced our mission and created better outcomes for children, families, caregivers, and child care providers in our communities.

While this was a year of significant expansion for our organization, we also spent it refocusing on and refining our established programs and services. We intentionally honed in on two guiding goals: increasing families' ACCESS to early learning and elevating the QUALITY of child care across King and Pierce Counties.

These goals will guide our work to best align with our mission of nurturing and sustaining child-centered, antiracist early learning communities.

For early learning to be accessible to families it must be available, culturally responsive, and affordable. This means that child care programs are fully staffed and equipped with the support and resources they need to serve every family looking to enroll their children; care can be flexible to meet families' unique needs such as their schedule, lifestyle, and culture; and lastly, that families can afford it.

For early learning to be high-quality, it needs to provide a safe and nurturing environment for children; support their cognitive, behavioral, and social development; and help prepare them for success in kindergarten and the rest of their K-12 education. It also requires collaboration between families and their caregivers or child care providers to ensure the best possible outcomes for their children.

This is why we are so excited that our work has connected thousands of families to care; distributed millions of dollars in subsidies; and supported thousands of child care providers and Family, Friend, & Neighbor caregivers with resources and education to elevate their work. And that's just scratching the surface! Throughout this report, you will find detailed information about all of the programs and services we offer and our impact on the community.

Moving forward, we are thrilled to announce our 2025-2026 Strategic Plan which outlines the goals we are pursuing and the overall direction we are heading. In the next twelve months, we are working to continue growing and sustaining the infrastructure we need to operate. We are also focusing on growing our advocacy efforts, securing long-term funding to sustain mission-critical programs, and continuing our expansion into Pierce County.

It is no secret that nonprofit organizations like ours have faced many obstacles over the last year. These include significant budget cuts from the state legislature which have impacted several of our programs – most notably the Holding Hope Infant-Early Childhood Mental Health Consultation program, which was reduced from ten to two staff members due to funding cuts. However, our small-but-mighty mental health consultation team remains committed to ensuring that all children, families, and providers can thrive in their early learning environments.

These challenges highlight the need for continued advocacy and action! With the help of our growing Advocacy Network, we will continue demonstrating why child care is worth investing in so that our elected officials know it is a priority that will benefit communities for generations to come. Policies which support progressive revenue, create and expand subsidized child care opportunities, and pay providers what they deserve are critical for making our early learning sector more equitable for all.

Pride and gratitude. They are definitely prominent descriptors of our journey. Thank you for being with us! And to those who are just meeting us, welcome! We're so happy to have you here. For our longtime friends and supporters, we can't thank you enough for your partnership over the past year. We hope you'll stay with us through this next year of nurturing and sustaining child-centered, antiracist early learning communities.

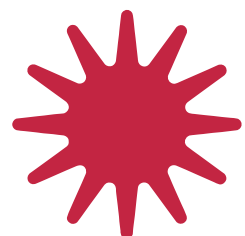
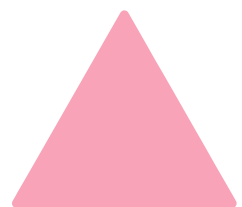
In community,



Phoebe Sade
Executive Officer



Dr. Tafona Ervin
'24-25 Board Chair



STRATEGIC PLAN OVERVIEW

Looking Ahead: Our 2025-2026 Strategic Plan

The Strategic Plan is a framework developed by a team of BrightSpark staff and board members to shape the direction of our efforts from January 2025 to June 2026. These are the 4 areas in which BrightSpark will be focusing on advancing as an organization over these 18 months.

All of our strategic goals aim to ensure that every child has access to a high-quality early learning experience.





Universalize agency infrastructure to meet staff's needs optimally.

This year, BrightSpark is focused on updating and improving systems and processes throughout the organization so that all staff are supported equitably. This includes the implementation of new People Experience and Finance Department structures and tools, as well as more professional development for supervisors.



Create sustainable pathways for the development of mission-critical programs like Holding Hope and Family, Friend, & Neighbor (FFN) Care.

We are working to anchor consistent funding needed to launch, evaluate, and sustain vital programs that advance our mission. Especially considering the funding cuts we've seen to early learning programs during last year's legislative session, we are focused on securing financial support for our Holding Hope and FFN programs so that they can continue to meet the needs of our communities.



Grow BrightSpark services delivery in Pierce County in response to the unique needs of families and child care providers with a focus on access.

We will continue to focus efforts on relationship-building and partnership in order to improve access to early learning opportunities across our entire service area. This includes increasing subsidy opportunities for families, sustaining and growing the availability of existing child care, and expanding support for child care providers and caregivers.



Leverage BrightSpark's positionality as a leading resource to elevate community voice and thought partner in local, regional, and statewide conversations about revisioning and rebuilding child care.

In the upcoming year, we will continue to expand and strengthen our advocacy endeavors by focusing on organizing and mobilizing our community at the local level. We aim to elevate conversations surrounding early learning to advance policies and create systems that lead to a more equitable, sustainable future for child care.



ACCESS



A Statewide Call Center for Families In Need of Support

Since 2012, BrightSpark has operated the Child Care Aware of Washington (CCA of WA) Family Center phone line, which offers support to families needing support looking for and paying for early learning programs across the state. The Family Center helps families find care that fits their unique budget, schedule, values, and other needs. In addition to connecting families to the right care for them, we also help families pay for care by helping them apply for subsidies that are available to them.

Referral specialists are available by phone every weekday from 8:30 AM - 5 PM.

Last year, our Family Center Referral Specialists:



Supported **89** active military and veteran families



Supported **1,195** families experiencing poverty



Supported **116** immigrant and refugee families



Supported **771** families experiencing houselessness



SUBSIDIES



Helping Families Afford Care

BrightSpark is committed to helping families find and pay for early learning programs that fit their schedule, lifestyle, values, and budget regardless of their employment and/or housing circumstances. This is why we partner with public entities and private funders to offer child care subsidy programs that help families across King and Pierce Counties overcome challenges and access the best child care for their family.

Last fiscal year, BrightSpark administered four unique subsidy and Child Care Financial Assistance (CCFA) programs.

Best Starts for Kids Child Care Subsidy Program

The King County Best Starts for Kids Child Care Subsidy Program is a voter-approved initiative launched in 2022. The goal of this initiative is to help children in King County access high-quality early learning opportunities and is intended to ease the cost of care for families ineligible for existing subsidy programs.

The program is funded by King County and administered by BrightSpark Early Learning Services. Family access and support services are provided by BrightSpark, White Center Community Development Association, and Voices of Tomorrow.



**\$14,478,736
dispersed**



**944 families
supported**



**1,591 children
supported**



**\$268,125
dispersed**



**55 families
supported**



**59 children
supported**

King County Suburban Cities CCFA Program

The Suburban Cities CCFA Program is funded by the Human Services Funding Collaborative and assists low to moderate income families in Auburn, Bellevue, Redmond, and Kent. Families are not required to be employed or enrolled in post secondary education and/or job training but must be using child care to meet their family's basic needs (housing, food, education, employment, immigration, etc.).

The Suburban Cities program pays a monthly scholarship directly to child care providers. The rate is determined by the family's size, income, their child(ren)'s age, and the amount of care needed.

King & Pierce Counties Homeless Child Care Subsidy Program

BrightSpark assists families experiencing homelessness, as well as families threatened with eviction notices, with both navigating and paying for child care. The Homeless Child Care Subsidy Program covers the full costs of a child's care and assists parents with accessing diapers, clothing, and other services for their family.

This subsidy connects families to longterm, sustainable support. Families receive initial authorizations of 3-6 months depending on funding availability and the family's situation. The family will also receive assistance navigating eligibility and applying for longterm funding sources.



**\$227,792
dispersed**



**27 families
supported**



**39 children
supported**



**\$37,514
dispersed**



**9 families
supported**



**16 children
supported**

Pierce County Student CCFA Program

The Pierce County Student CCFA Program provides support for parents who are in a post-secondary education or work training program and struggling to pay for child care.

This program typically pays a portion of the families' child care expenses with monthly scholarship rates determined by the family's size, income, their child(ren)'s age, and the amount of care needed. Families remain eligible for the subsidy for the duration of the parent's educational program as long as the family resides in Pierce County.





FAMILY, FRIEND, & NEIGHBOR CARE

Care Within Communities

Family, Friend, & Neighbor (FFN) care refers to any child care that is provided outside of licensed child care programs. It encompasses any situation in which a family member, friend, neighbor, babysitter, or other community member cares for children. Over 70% of children rely on FFN care in the State of Washington, and it is commonly preferred by communities of color due to factors like language, culture, and accessibility.

BrightSpark has two main programs that support FFN caregivers: Kaleidoscope Play & Learn groups and the Brothers & Sisters program. These programs equip caregivers with resources, support, and education around how to best support children's health, safety, and development.

Kaleidoscope Play & Learn

BrightSpark's Family, Friend, & Neighbor (FFN) Team offers support and resources to facilitators and groups through the Kaleidoscope Play & Learn (KPL) program. By providing training and curriculum guidance to KPL Facilitators, we help ensure that caregivers learn important information about child safety, development, and school readiness in a fun culturally-relevant environment where both adults and children are invited to learn through play.

**Last year, our
KPL Team:**

Supported a total of **5,714** parents and caregivers and **6,482** children in Washington state.







Brothers & Sisters

This year, BrightSpark continued our partnership with the Puget Sound Educational Services District to bring our Brothers & Sisters program to two elementary schools within the Kent Public School District. This program supports students from fourth to twelfth grade who care for their younger siblings, cousins, neighbors, and other children in their communities.






This program has both a foundational and advanced curriculum to teach students about best practices for ensuring children’s health, safety, and development; all while helping them to build a community of peers and self-care skills to support them in their caregiving role.

What do students learn?

The foundational curriculum teaches students about topics including:

-  Infant and Toddler health and safety, including emergency responses like CPR
-  Infant and Toddler cognitive and behavioral development
-  Preschool and kindergarten readiness
-  Self-care for student caregivers

The advanced curriculum builds off that to include topics such as:

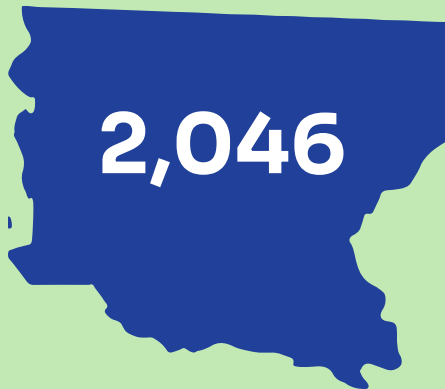
-  Illnesses, disabilities, and inclusive activities
-  Outdoor safety
-  How to play with young children
-  Grocery shopping and healthy snacks
-  Emotional self and co-regulation

Last year, the program supported 46 student caregivers ages 9-18. Of those students, 98% were students of color.



QUALITY








**King County
Providers Served**

COACHING

Helping child care providers THRIVE

BrightSpark's coaching program, THRIVE, was developed and implemented over the last couple of years by leaders within the Early Learning Coaching Department. This program expands on BrightSpark's previous 1:1 coaching model by introducing drop-in office hours, group learning experiences, and both in-person and virtual meeting options. This way, providers can choose the level of engagement that is best for their individual quality-improvement journey. There are various THRIVE groups dedicated focused on the following topics:

-  **Social Emotional Learning:** Helps programs understand and promote children's social-emotional development through building awareness, strategies, and strong adult-child connections.
-  **Trauma-Informed Care:** Supports programs in strengthening trauma-informed care practices, helping them to reflect, respond with empathy, and build safe environments for children.
-  **Expulsion Prevention:** Supports early learning providers with preventing expulsion by building culturally-responsive practices, addressing implicit bias, and fostering strong family partnerships.
-  **Business Supports:** Supports programs with their business-related needs, including marketing, technology, business management, licensing guidance, grant support, and more.
-  **Emergent Coaching:** Supports providers on an as-needed basis with access a team of experienced coaches, group coaching sessions, and other collaborative opportunities.
-  **Behavior Support:** Provides comprehensive, culturally-responsive coaching to foster a cooperative and respectful classroom community among children and adults.
-  **Rapid Response:** Mobilizes to support providers in all things related to understanding, implementing, and remaining in compliance with Washington State Licensing regulations



**Pierce County
Providers Served**





PROFESSIONAL GROWTH & DEVELOPMENT



Education for Every Provider

Our Professional Growth & Development Team supports providers in elevating the quality of their care by offering training opportunities that are culturally-responsive, rooted in equity, and based on relationships. These classes cover critical early learning topics such as children's social, emotional, and behavioral development; self-care for providers and families; business leadership and staff management; and so much more!

Each year, providers enrolled in Washington's Early Achievers Quality Improvement and Recognition Program are required to complete a minimum amount of ten professional development (STARS) training hours.

BrightSpark's Professional Growth and Development Team partners with Child Care Aware of Washington's Professional Development Academy to provide a variety of opportunities for providers to fulfill their STARS hours and advance their understanding of how to best support the children in their care.

Last year, our Professional Growth and Development Team:



**Served 1,274
child care
providers**

**Offered 119
unique classes**

**Completed
92 custom
trainings**

Honoring and Uplifting Every Child

In May of 2025, BrightSpark hosted our in-person Spring conference, Honoring and Uplifting Every Child (HUEC). The day focused on how to support children's social and emotional growth, encourage healthy behavior, and ultimately prevent expulsions.

Renowned Professor Theresa Lennear served as the conference's keynote speaker. Lennear has a Master's degree focused on Human Development with a specialization in Bicultural Development and served as the Senior Manager of Professional Development and Diversity at BrightSpark until 2016.

Over the course of the day, over 100 providers from across the state of Washington.



Left image: Lennear poses for a picture with a child care provider who was the first to solve a proposed brain teaser about thinking outside the box.

Spotlight Training: “Sparkling Curiosity” for Kids and Adults!

At the HUEC conference, we offered two sessions of our “Sparkling Curiosity” class (with the second session added due to popular demand). This class was developed with collaboration between BrightSpark’s Professional Growth and Development department and a team of Early Learning Coaches.

The focus of the class was on how to create activities and environments for preschoolers that account for children’s different learning styles and meet the needs of all learners - all while fostering FUN!

**Photos in the Professional Growth & Development section courtesy of BrightSpark staff*



Early Head Start Child Care Partnership Program

The Early Head Start (EHS) Child Care Partnership Program provides family-centered early learning services for low-income families with children ages 0 to 4 as well as support for the entire family. EHS partners with family child care centers to implement best practices that promote the development of the children while also enabling families to move toward self-sufficiency.

The EHS program prioritizes affordability and flexibility by offering subsidized (and often free) care for qualifying families. Many partner providers start earlier than 6:00 am and may even offer 24 hour care which allows families to both benefit from EHS services while also continuing to work non-standard hours. Families work with EHS Specialists in addition to their providers to help them determine their long-term goals and direct them to community resources to help with their overall physical, mental, and financial well-being.



EHS offers families support in the following areas:

- Physical and mental health
- Special needs and early intervention
- Long-term/sustainable housing
- Substance abuse intervention
- Domestic violence prevention and intervention
- Job training, higher education, and work placement
- Financial stability education

Last year, our EHS Team:

Served 103 children and 12 pregnant people.



Seattle Preschool Program

The Seattle Preschool Program (SPP) was created in partnership with the City of Seattle for the purpose of offering high-quality, affordable, and accessible child care for Seattle families.

The program helps prepare children ages 3 to 4 for kindergarten and beyond while offering resources such as tuition assistance, family financial assistance, and health screenings. The accredited and evidence-based curriculum offered by SPP was designed with the goal of eliminating the racially disproportionate kindergarten readiness gap.

Early Learning Coaches help SPP teachers provide a culturally responsive, engaging, and nurturing learning environment for all students, along with dual language instruction in some classrooms. BrightSpark is one of two agencies in Seattle implementing the model in family child care.

Services offered to families:

- ✦ Vision, hearing, and developmental screenings
- ☀ Evidence-based curriculum and assessments
- ☪ Behavioral and mental health support
- ▲ Tuition and payment assistance
- ✦ Family engagement events

Support for SPP providers:

- ☀ Trauma-informed, antiracist professional development opportunities
- ☪ Intensive, intentional, and reflective coaching
- ▲ Funding for classroom supplies and materials
- ✦ Compensation

Last year, our SPP Team: Worked with 11 different providers to support 50 children in preschool classrooms. In June of 2025, 27 children graduated from SPP and entered kindergarten.




Holding Hope

Holding Hope is a collaborative Infant-Early Childhood Mental Health (IECMH) program between the Washington Department of Children, Youth, and Families, Child Care Aware of Washington, and BrightSpark Early Learning Services.

This program strives to prevent, identify, and reduce the impact of mental health challenges among children and families, while also Support the social and emotional wellbeing of children and adult caregivers.

Services provided by Holding Hope Consultants are trauma-informed, relationship-based, and individualized to meet the needs of children, families, and providers in ways that are respectful and responsive.

Holding Hope offers three different types of consultations, each fostering collaboration between coaches, caregivers, and providers:

- 
- Child/Family Consultations**, which address individual children's behavioral, developmental, and/or emotional challenges
 - Classroom Consultations**, which help providers develop best practices, routines, and environments that support children's emotional regulation
 - Program Consultations**, which aim to increase staff well-being through workplace and policy development

Last year, the Holding Hope team:

- ✦ Worked directly with **27** individual children in need of support
- ✦ Consulted with **85** total child care programs
- ✦ Completed **50** children and family referrals to external resources and services





ADVOCACY

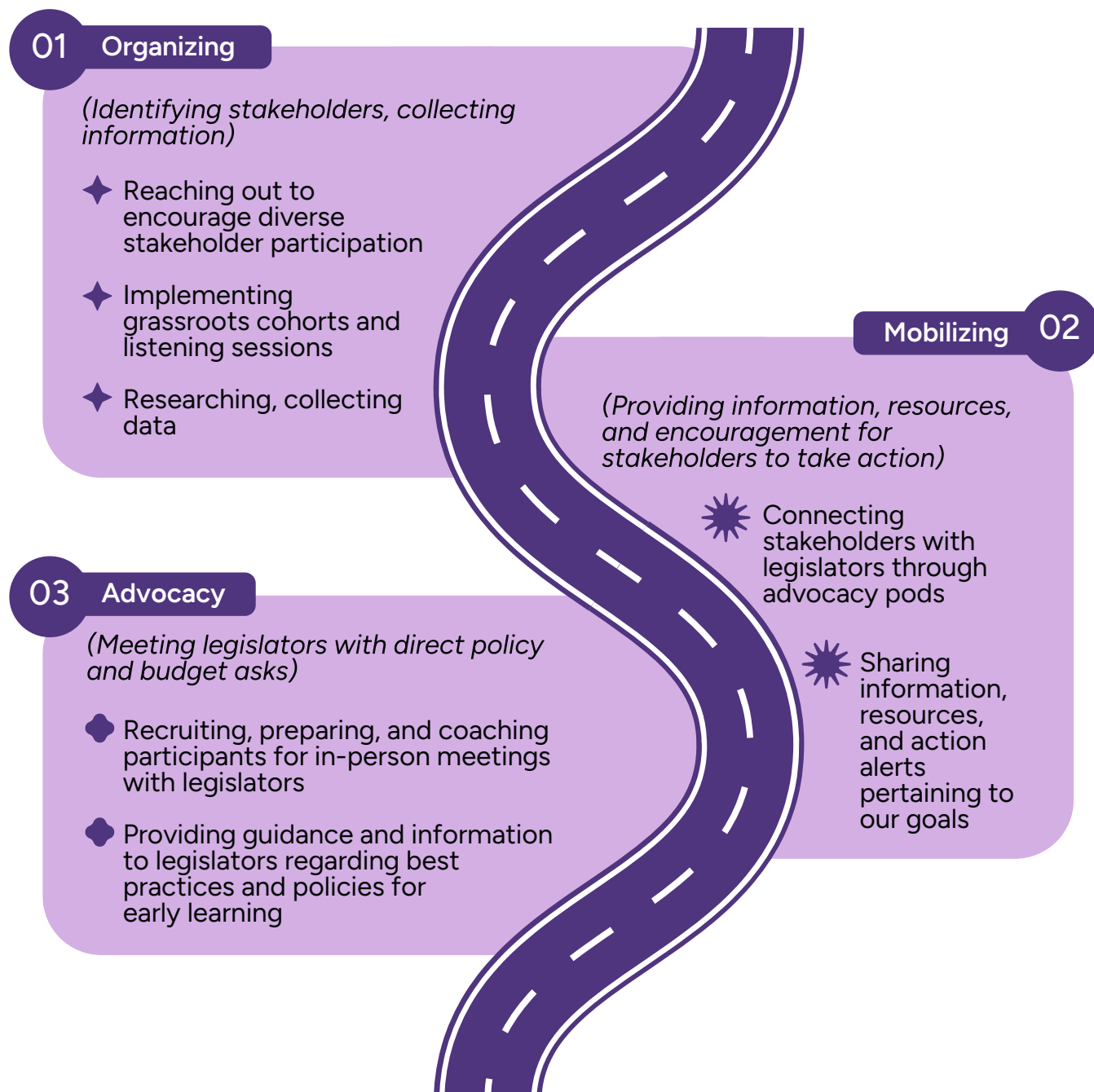


Advocacy at BrightSpark

Advocacy is an important part of our mission at BrightSpark because it allows us to tackle the root causes of the injustices our communities face. We're committed to building space for conversation between community members, elected officials, and government agencies that shorten the distance between the policy that's being created and those living it.

The early learning system we dream of is rooted in equity. It is a system that values each child and caregiver and allows for a diversity of care options that can support each child and family's unique needs and cultural identities. As a community, we have stepped up over the last few years and built some amazing momentum for equitable early learning legislation, AND we know that the needs our system is facing are more serious than ever. This movement requires that every level of government and every community partner come to the table.

Advocacy Roadmap



Advocacy in Action



Meet Alexis Cortes



Loving mom. Tireless student. Fearless activist.

A 28-year-old mother of four (soon to be five) who is committed to making the world a better place through advocacy.

Alexis was first introduced to BrightSpark through a community event. From there, she met with BrightSpark's Early Head Start (EHS) team which supported her as she enrolled two of her children into the program.

During this process, one of Alexis's daughters received an autism diagnosis from her family doctor. As a result, Alexis continuously advocated for her daughter's needs and relentlessly pursued resources.

This is where Alexis's advocacy journey with BrightSpark began. Her determination inspired BrightSpark's EHS team to connect her with the program's Policy Council, a parental oversight team that partners with EHS leadership to continuously elevate the program's accessibility and quality. Alexis joined the Policy Council in 2023 and became the Council Chair in 2024.

So far, Alexis has joined BrightSpark and the EHS team on four trips to Olympia and one to Washington, D.C.

Whether she is in a legislator's office in a small group meeting, giving a speech on the Capitol steps, or sharing her story on a local news television broadcast, Alexis is using her voice to make a difference from within local communities to all across the country.

Alexis encourages others to just reach out if they are interested in meeting with their representatives, as it can all start with a simple message.

From her activism to her education to her devotion to her family, for Alexis, it all comes down to the importance of community. "I think it's really important to remember that we are all here for the same reasons - we all love our children, we all love our communities, and we all love our country."



"Your sharing could really impact somebody else's decisions, especially the people [in the legislature] making the decisions. It lets them know, 'This is happening in my community because so and so said it.' Maybe they'll listen to your story, maybe they won't. But most of the time, they really do listen, remember, and make that effort to try,"

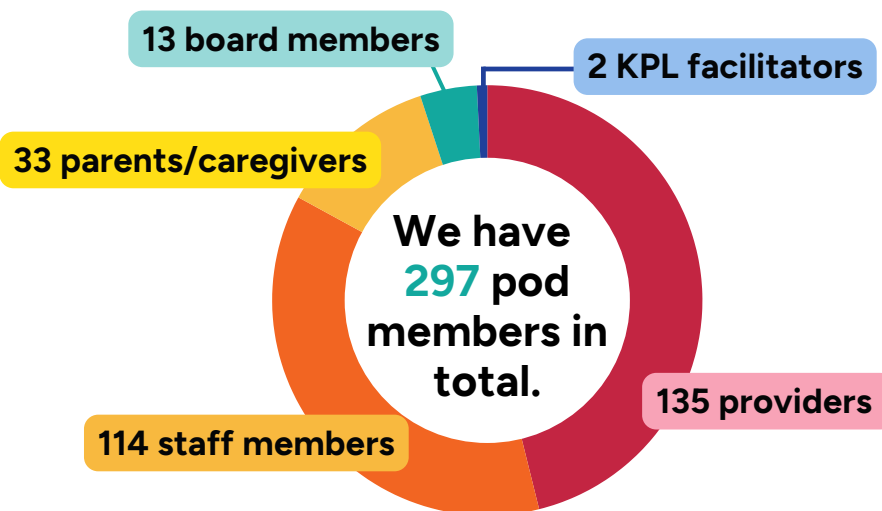


ADVOCACY

Advocacy Pods

2025 marked the fifth year of our Advocacy Pods. Advocacy Pods are built on the belief that the stronger the local relationships are amongst advocates and their elected officials, the more powerful our advocacy will be on a larger geographic scale. Advocacy Pods bring together community members from across the early learning spectrum living in the same legislative district. This includes child care providers, parents; Family, Friend, & Neighbor caregivers; BrightSpark staff and board members; and community partners.

Each Pod meets with their elected officials to share the realities of what it's like to navigate finding, paying for, and offering care in their neighborhoods. Some meetings are straight to the point while in the others we share stories of deep experiences and babies sometimes pop up on the screen! Ultimately, they are a space for our community to share stories, hard truths, insights, and concerns.



Advocacy Pod Fun Facts:



In the 2024-25 fiscal year, we met virtually and in-person with elected state legislators 53 times and sent community members to Washington DC to meet with federal representatives.



The BrightSpark Advocacy Pods include 23 pods representing each of the legislative districts in King and Pierce Counties.



We aim to meet during nap time in the early afternoon so that child care providers can easily join as well as parents and other caregivers. Kids set the schedule!

FAST FACTS & FIGURES



Board of Directors

CHAIR

Dr. Tafona Ervin

- Executive Committee - Chair

VICE CHAIR

Jill Pavlus

- Executive Committee
- Finance Committee

SECRETARY

Alicia Teel

- Executive Committee
- Executive Officer Review Committee - Chair
- Finance Committee

TREASURER

Derek Young

- Finance Committee - Chair
- Executive Committee

Rebecca Benavides

- Executive Committee
- Racial Equity Team Representative

Soleil Boyd

- EHS Governance Committee

Jessica Cole

- External Affairs Committee

Roshini Durand Mootoosamy

- Strategic Plan Committee - Chair
- Executive Committee
- Finance Committee

Carter Osborne

- Executive Committee
- External Affairs Committee - Chair

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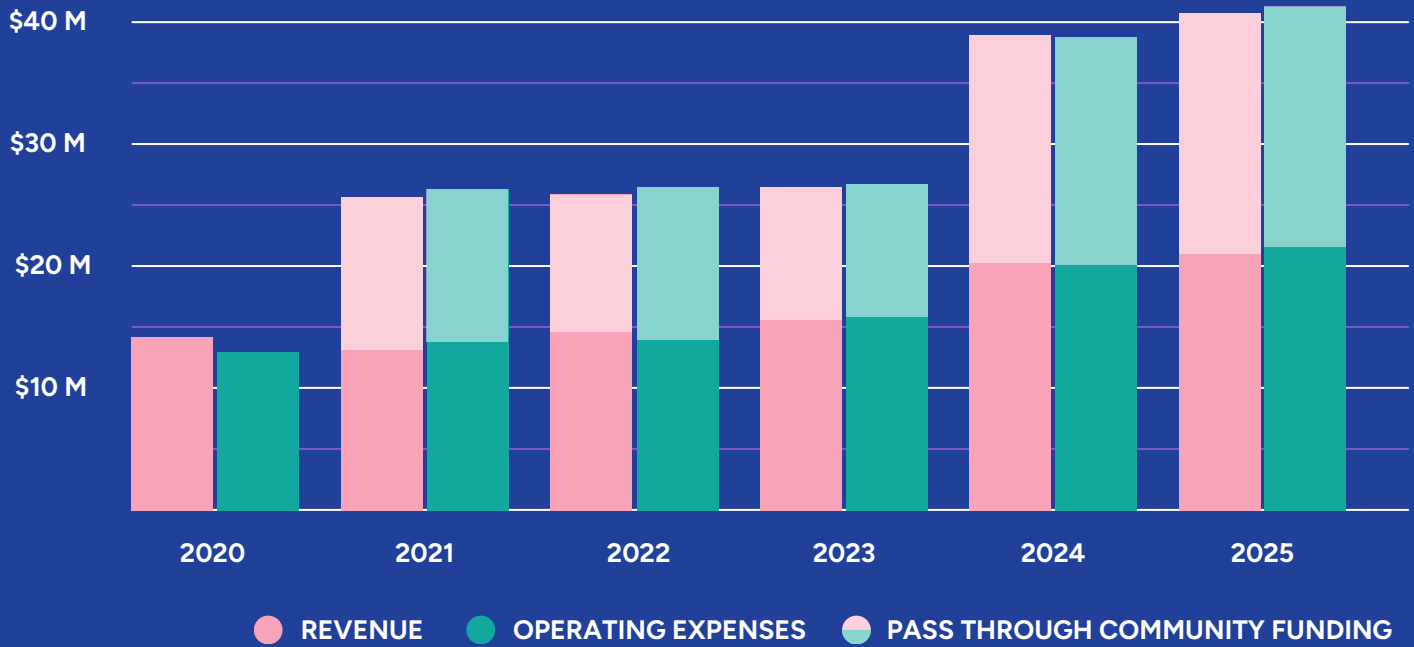
- Executive Committee
- EHS Governance Committee - Chair

Mary Red Crow

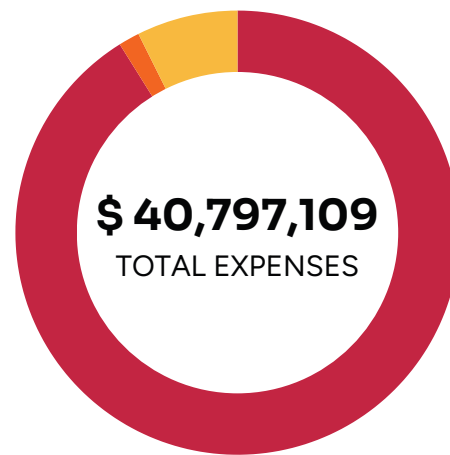
- EHS Governance Committee



2024-25 Finances



- **\$12,887,054.87**
Federal Grants & Contracts
- **\$26,742,849.75**
Foundation & Corporate Grants & Funds
- **\$523,028**
Individual Giving, Special Events, & In-Kind Donations
- **\$102,832**
Earned Income



- **\$37,169,111**
Early Learning Services (Family & Provider Services)
- **\$624,431**
Fundraising
- **\$3,003,567**
Management & General

By the Numbers

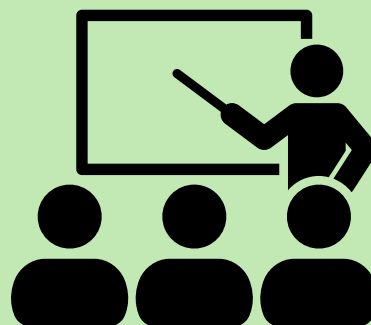
ACCESS



5,630 referrals

completed by CCA of WA Family Center staff

QUALITY



119 unique classes

offered to early learning professionals

QUALITY



2,390 providers

supported by Early Learning Coaches

ACCESS



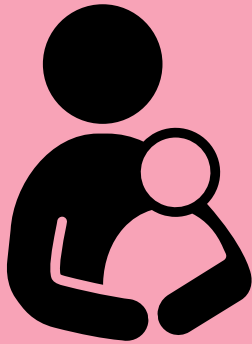
\$15,012,167

distributed to families via subsidies

FY 23-24



ACCESS



5,714 FFN caregivers

supported through KPL groups

ADVOCACY



53 meetings

scheduled with WA legislators

QUALITY



85 programs

served by Holding Hope consultants

ADVOCACY



297 members

involved in Advocacy Pods



Thank You, Donors!



Alliance 2020
Amazon
Reinette Arase
The Bamford Foundation
Banner Bank
Sunni Bannon
Sandran Barz
Aubrey Beals
Rebecca Benavides
Pamela Bendich
Li Bernstein
The Boeing Company
Lisa & Norm Bontje
Gretchen Breunig
Bright Horizons Family
Solutions
Jared Michael Brown
Elvin Bucu
Alec Bulat
Randallynn Burns
Caseworthy
Centric Consulting
Chun Chen
Child's Time
Colchuck Consulting
Concentric Advisors
Castro Concepts
Leslie Crawford
Terrence & Manuela
Crowley
Alexis Cubillos
Linda & Peter Dahl
Richard de Sam Lazaro
Jake DiMaggio
Roslyn & Vinnie Duffy
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Durand
Adrienne Easter
Alexandria Easter
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Michael Findlay
Kara Fitzpatrick

Kathryn Flores & Lynn
Gordon
Hope Forconi
The Forest Foundation
The Foundation for Tacoma
Students
Ali Friedman
Tim Garchow
Beth Gendler
Jenisha Gerard
Maryn Gerdes
Shaun Glaze
Cathy & David Habib
Elizabeth Hall
Katie & Kyle Halterman
Mark Hamilton
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Joanne Henry
Justin Hollister
Chace Hunter
Mike Jackson
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William James
The John & Nancy Sabol
Foundation
Ruth Kagi
Qubra Kaya
Kelly Keller
Jean-Marie Kent
Justin Kliwer
Jennifer Kurtz
Lake Shore Learning
Julie LaLuna
Erin Lawrence Cook
Susan Leavitt
Evelyn Lemoine
Michelle Lewis
Brandon Lowry
Mary Lynne Poole
Susan MacCleary
Larry Macmillan
The Maritz Family
Foundation
Drew Markham

Bari Martin
Jennifer Martin
Mary Martin
Matthew Mauer
Emma McAdams
Phyllis McElroy
Janine Meyers
Katlynn Michael
Microsoft Corporation
Lisa Monroe
Anne Moon-Glenn
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