



# Annual Report

2019 - 2020



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Who We Are



# WELCOME FROM THE CEO

My grandfather worked for a paper mill, my father was a potato farmer, and my mom worked at a food processing plant. Everything that they did in their careers was connected to natural resources—and was critical for a thriving community and economy.

While growing up, I remember my mom would push me to get out of the house each weekend – leading me to find something to do with my friends outdoors. Usually that meant getting on our bikes, going into the forest, forging across dams, and finding new ways to connect to the natural world around us. I got to see firsthand how we impacted the environment, and also how we needed it. Ever since then, I've had a passion for the intersection of the environmental and economy, and the natural and human systems that influence us all. The air, the soil, the water, the plants, and the animals, including us, all play an important part.

This is what leads me to serve as CEO for Delta Institute. I hope that the meaning I find in our work resonates with the meaning you look for in your charitable giving and impact.

Take some time to browse this Annual Report, and get to know a bit about who we are, and why we love the Midwest.

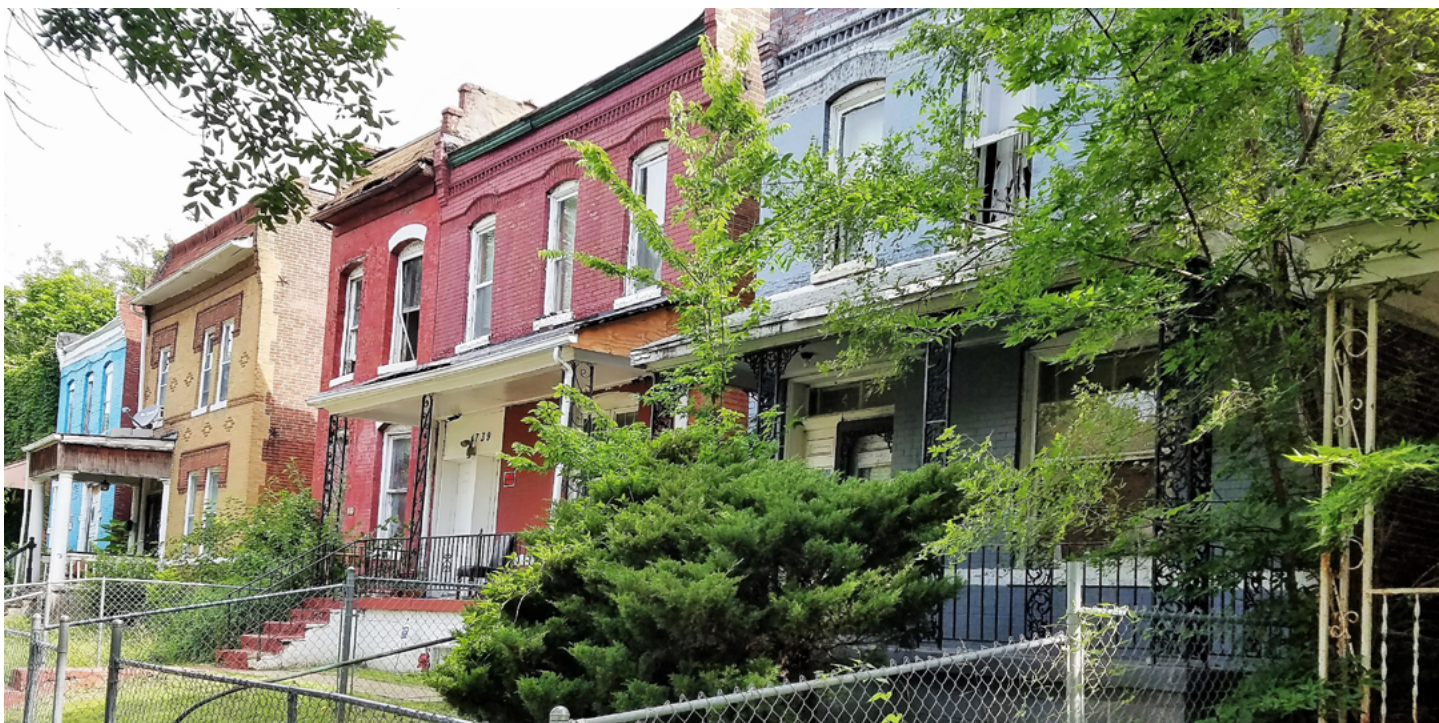


Bill Schleizer  
CEO



# OUR WORK





# DECONSTRUCTION & WASTE REDUCTION

## IMPACT

- Delta, the City of St. Louis, and our partners found an estimated **24.8 million bricks and 10.4 million board feet of lumber** could be salvaged; combined with additional salvaged materials the **potential economic value of reclaimed St. Louis materials is \$18.25 million to \$39.38 million.**
- In our *Demystifying Potential Midwestern Building Material Markets*, Delta identified the potential for **job creation ranging from 6,000 to 14,000 jobs** in each upper Midwestern state, and \$2-3 billion in revenue potential.

## DESCRIPTION

Waste reduction has been a core programmatic scope since Delta Institute's founding. This includes projects in multiple waste and materials types: municipal solid waste; construction and demolition waste; household hazardous waste including electronics; biomass; and wastewater. Delta serves local governments such as counties and cities, and works with businesses, industries, and institutions to reduce waste and, where possible, transform environmental liabilities to economic assets.

As part of our strengthening secondary markets for reclaimed materials, Delta has successfully implemented many waste reduction and deconstruction projects to build the capacity of our municipal, county, regional, and corporate partners to manage their waste better and more effectively. Some recent successes in our Waste Reduction and Deconstruction work include:



## ST. LOUIS DEMOLITION AND DECONSTRUCTION TECHNICAL ASSISTANCE

St. Louis, Missouri, like many Midwestern legacy cities, has experienced a sharp decline in population since the mid-20th century, resulting in vacant and abandoned properties across the city. The St. Louis Land Reutilization Authority, the oldest land bank in the country, owns thousands of vacant properties, and public funds are budgeted to remove vacant structures in unsafe condition.

The City of St. Louis, St. Louis Development Corporation, the Missouri Environmental Improvement and Energy Resources Authority, and Region 7 EPA selected Delta Institute to revise their demolition handbook, develop specifications for deconstruction, train contractors around building material reuse, plan a deconstruction pilot program, and create a market assessment. The City of St. Louis has leveraged Delta's support to advance a multi-partner strategy to reduce waste from demolition, reuse building materials, and protect public health.

## DEMYSTIFYING POTENTIAL MIDWESTERN BUILDING MATERIAL MARKETS

In April 2019, Delta released the *Demystifying Potential Midwestern Building Material Markets* report with support from the EPA and Build Reuse (formerly known as the Building Materials Reuse Association). The report provides data to the private and public sectors to decrease the disposal rate of reusable materials—and save these valuable supplies from landfills—and increase the capacity of local and state governments to adopt policies encouraging building material reuse and recycling with the recognition of local economic benefits.

Specifically, this report provides an overview of construction and demolition waste planning and available data for each state in Region 5, as well as Upper Midwest-specific data collected through industry research, and a survey created and distributed in partnership with Build Reuse.







# RESILIENT COMMUNITIES

## IMPACT

- Delta worked with **more than 300 community-based partners** through our projects over the past two years.
- Delta authored a municipal plan for the City of South Bend, Indiana to achieve carbon neutrality by 2050; the plan included analysis of greenhouse gas emissions in major municipal functions and departments.

## DESCRIPTION

Delta Institute was founded to support and collaborate with communities to improve their environment, increase economic opportunity, and rebuild neighborhood vitality to promote the health and wellbeing of residents.

Delta's Resilient Communities initiative uses our technical, planning, and engagement expertise to help communities in tackling legacy environmental challenges such as brownfield redevelopment, vacant land analysis, coal community transition, and municipal planning. We have cumulatively worked closely with more than 80 communities throughout the Midwest to create collaborative, equitable, and economically sound tools to address environmental challenges. These tools ultimately assist communities to develop long-term solutions that embody the principles of equity, inclusion, and sustainability.

Delta's partner communities retain the economic, environmental, and social benefits from our collaboration. Local changemakers use and adapt the tools and resources through this process to spread for wider impact. Some recent successes in our Resilient Communities work include:

delta institute



## REIMAGINING THE CLOSED SHENANGO COKE PLANT SITE OUTSIDE PITTSBURGH

Delta Institute has worked with numerous communities who are faced with a closed—or closing—coal power plant. These sites have unique needs for redevelopment, ranging from environmental remediation to replacement of lost tax revenue and jobs. Delta facilitated a coalition of community groups located outside Pittsburgh, PA to create Guiding Principles for sustainable redevelopment of the closed Shenango Coke Plant property located on Neville Island in the Ohio River. With Delta staff facilitating the efforts, the Shenango Reimagined Advisory Council, composed of residents, environmental groups, economic development agencies, and municipalities, created the Guiding Principles intended for use by future developers of the 50-acre site.

The year-long revisioning process that took place from 2019-2020 identified 20 site reuse ideas that are in alignment with Guiding Principles and market forces. These opportunities ranged from light- to heavy- industrial use, as well as specialty manufacturing, including recommendations such as a commercial bakery, equipment or electronics assembly, brewery, or sheet metal fabrication. The Shenango Reimagined Advisory Council based their recommendations on market analysis, with an emphasis on generating tax revenue and adding jobs to the local economy while minimizing or eliminating any potential negative environmental impacts.

## SOUTH BEND CARBON NEUTRAL 2050 PLAN CREATION

Delta provided the City of South Bend with an actionable municipal plan to reduce emissions, called *Carbon Neutral 2050*. The plan targets transportation and energy use in buildings, which were found to be the largest sources of greenhouse gases in South Bend. Our collaboration prioritized strategies that provide the most substantial emissions cuts while maximizing benefits to residents and businesses.

## WAUKEGAN, IL WORKING WATERFRONT GROUP

With support from the Illinois Department of Natural Resources, Delta worked with the City of Waukegan and the Waukegan Port District through the Waukegan Waterfront Working Group. Delta's role includes facilitating stakeholder meetings, organizing and coordinating projects, and attracting investment.







# SUSTAINABLE BUILDINGS

## IMPACT

- Delta has worked with more than **20 million square feet of LEED-certified projects** since our founding in 1998.

## DESCRIPTION

Since 1998, Delta Institute has been a leader in sustainable buildings in Chicagoland. We recognize the need to use data to drive decision making in sustainable buildings. Though not everything that can be measured needs to be managed, we have found that resources in buildings – energy, water, and waste – provide opportunities to identify operational problems and enact solutions.

With real time data now available for electricity meters in smart grid ready utilities, we see the future of buildings as being able to automate the data collection process and work toward continuous improvement. Our work in LEED has led us to being on the cutting edge of enacting Arc Performance Score for buildings in partnership with the USGBC, and we have embraced the approach. Delta's efforts in waste tracking and reduction, energy efficiency, and building/tenant-based sustainability approaches have collectively led to several thousand tons of carbon reductions, and, most importantly, led to permanent reductions in consumption. Some recent successes in our Sustainable Buildings work include:

## **RETHINKING THE WASTE SYSTEM AT THE FIELD MUSEUM**

Since 2013, Delta Institute has worked with the Field Museum to make the over 95 year old building more climate resilient by reducing its energy, waste, and water consumption. Among its achievements was increasing its waste diversion to over 60% from under 20%, reducing its electricity use by 10% in one year and 25% over five years, and converting grass and hardscape to natural landscaping to mitigate stormwater.

## **MERCHANDISE MART LEED-EB RECERTIFICATION**

After completing the Merchandise Mart's LEED-EB certification, Delta was invited to continue providing services to the Mart in developing its ongoing Sustainability Plan. Additionally, Delta is assisting the Mart in engaging tenants and the general public in its green initiatives and opportunities, updating the Mart's Green Operations Guide, and re-certified the building under the LEED 2009 O&M standard in 2013.

In 2018, Delta Institute completed Arc certification for the Merchandise Mart, one of the first in the country to do so. Delta Institute has also provided LEED ID&C certification services to a number of projects including the Office of the Building, Designer Lounge, Food Hall, and Grand Stair and Hall.







# LAND STEWARDSHIP

## IMPACT

- Delta engaged more than **55 conservation organizations** in our work with Illinois land trusts, impacting **50,000+ acres of natural and working lands**.
- In Western Michigan's Bear Creek and Bear Lake Watershed, Delta reduced more than **100 tons of sediment annually** to significantly improve water quality.

## DESCRIPTION

Across the Midwest, natural and working landscapes play a critical role in protecting soil and water resources, but stewardship of these lands is insufficiently funded, inconsistent, and unsustainable. There are inadequate resources to effectively steward our lands, and the costs will only increase as ecosystems are stressed by risks associated with climate change.

Delta Institute's Land Stewardship initiative works to manage land using methods that preserve soil health, reduce or eliminate pollution, and improve natural ecosystems. We seek to increase the capacity of landowners—both public or private—to better plan and improve land management practices. Our efforts and resources support comprehensive, long-term management strategies that account for climate change impact.

Over 100 practitioners, including farmers, land trusts, non-governmental organizations, and local/state/federal government agencies have used Delta's tools, models and programs to improve environmental outcomes on natural and working lands in the Midwest. Some recent successes in our Land Stewardship work include:



## THE STATE OF LAND STEWARDSHIP IN ILLINOIS

Funded by the Grand Victoria Foundation, Delta reexamined current land stewardship models in Illinois and developed innovative, sustainable approaches to support land protection in the state. In January 2019, Delta Institute published the report *The State of Conservation-Led Stewardship in Illinois* which marked the completion of an 18-month-long phase of work. The report sheds light on how conservation organizations are implementing land stewardship in Illinois today, where they see major challenges and growth potential, and some best practices as identified by stakeholders.

Delta and our partners developed tools for multi-revenue funding systems as well as engaging both the practitioner community and non-traditional partners around these efforts throughout Illinois, including helping land trusts to leverage existing programs to maximize stewardship activities.

## REDUCING SEDIMENT AND NUTRIENTS IN THE BEAR CREEK AND BEAR LAKE WATERSHED

Delta Institute led a coalition of community organizations to reduce the discharge of nutrients and about 100 tons of sediment into the 19,058-acre Bear Creek and Bear Lake watershed, which discharges into the Muskegon Lake Area of Concern (AOC) in Muskegon County, Michigan. The watershed discharges into Muskegon Lake, which in turn discharges directly into Lake Michigan. The coalition used the “reverse auction” process to encourage the implementation of best management practices that eliminate sediment and nutrient loadings at agricultural and urban locations.

After years of work among many partners, per the U.S. EPA: “Muskegon Lake is now seeing the community benefit from restoration and remediation being conducted in the AOC. Recreational use of the rivers and Muskegon Lake by residents and visitors has increased, tourism is up, and property values have grown.”

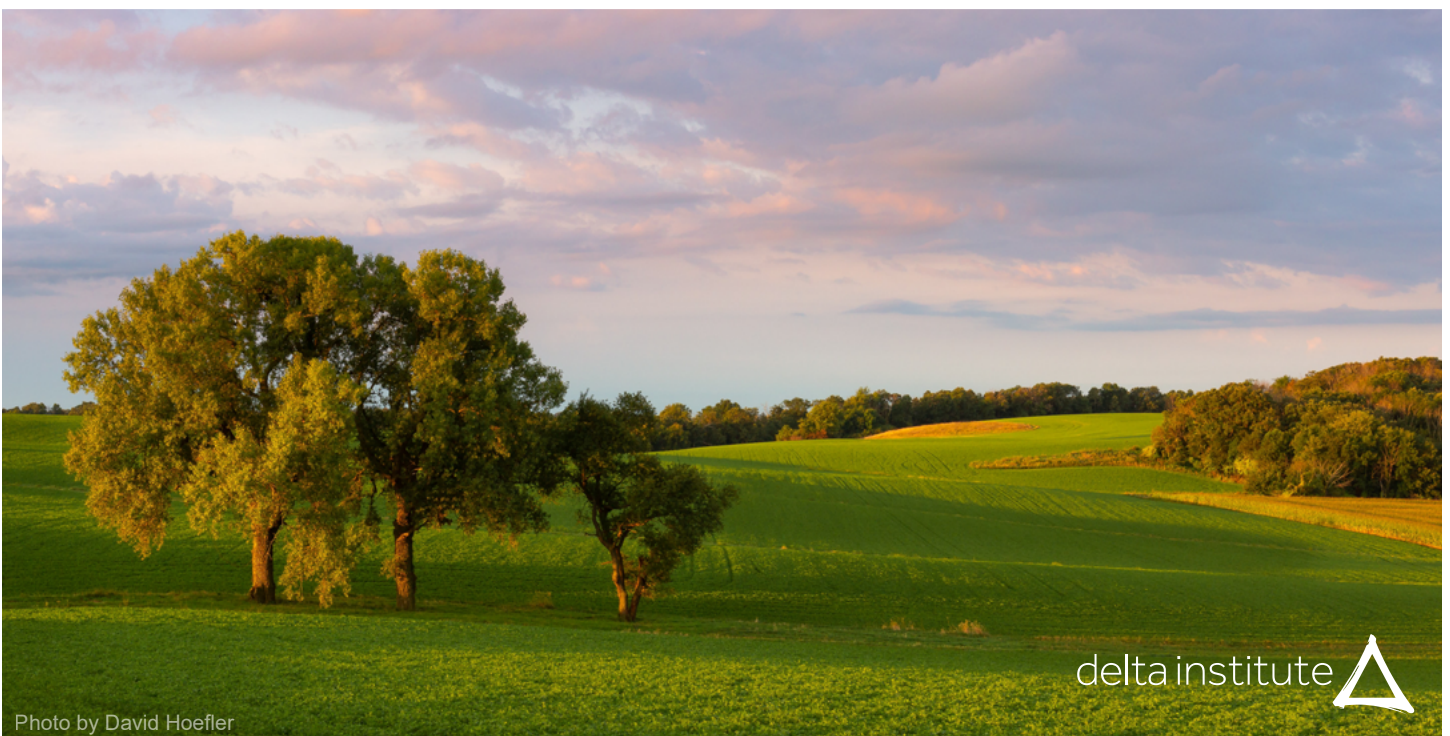


Photo by David Hoefler





# REGENERATIVE FOOD SYSTEMS

## IMPACT

- Delta highlighted in the *Soil Wealth* report that **127 investments totaling \$321.1 billion** explicitly integrate sustainable food and agriculture in their investment processes, and **70 of those strategies with combined assets of \$47.5 billion** include regenerative agricultural criteria.
- Delta is proud to be a founder of the Artisan Grain Collaborative, which is now an independent coalition that houses **38 partners** all committed to creating a Midwest marketplace for grains grown using regenerative agricultural practices.

## DESCRIPTION

Delta Institute's Regenerative Food Systems initiative focuses on key barriers and challenges within the food system that are in desperate need of attention and action so that we can transform these systems to ones that work for people, their communities, and the planet. We focus not only on building out the supply and demand for more diversified, soil-friendly food systems, but also on innovative approaches to capital and financing that these food systems need to grow and thrive.

Within the agricultural and financial systems, the Regenerative Food Systems initiative designs, tests, and implements new practices that impact the care, maintenance, and building of quality soil. We have strategically shifted away from the status quo of extractive agricultural and financial systems to provide frameworks and templates of how these regenerative systems should operate for both success in the marketplace and systematic change. Some recent successes in our Regenerative Food Systems work include:

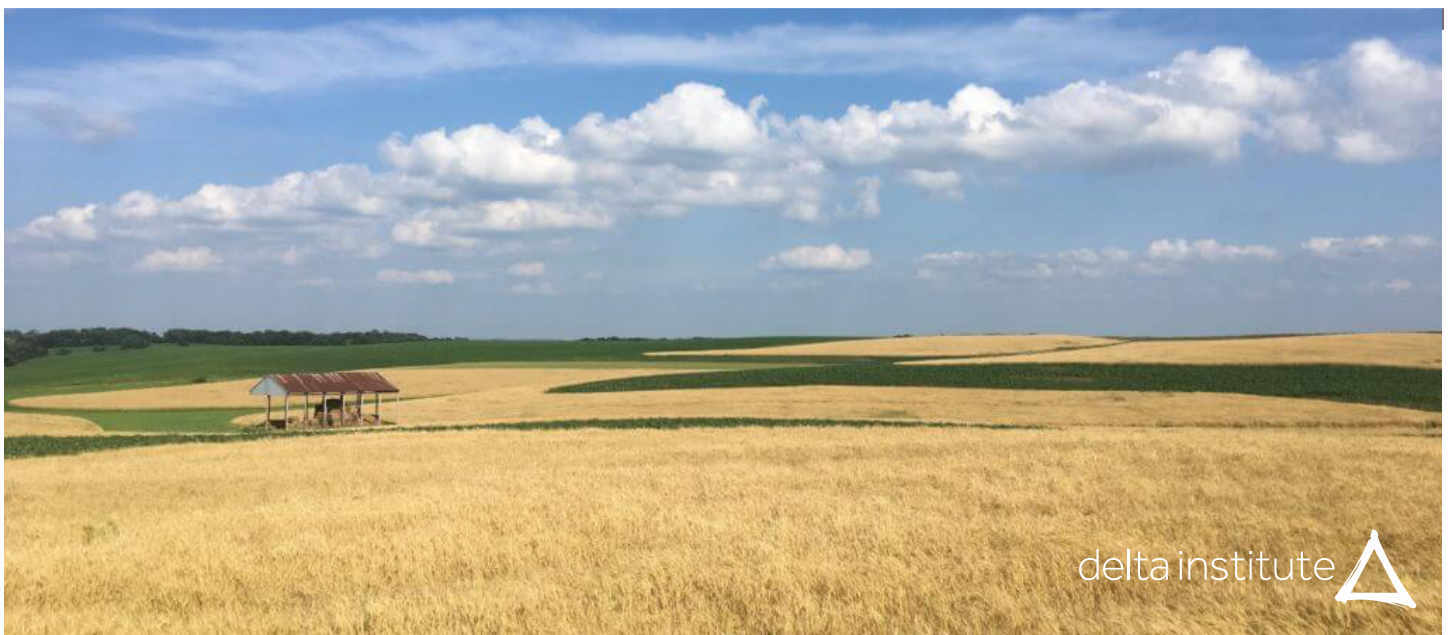
## SOIL WEALTH: INVESTING IN REGENERATIVE AGRICULTURE

Delta Institute and our partners released *Soil Wealth: Investing in Regenerative Agriculture across Asset Classes*, the most comprehensive look to date at investment opportunities in regenerative agriculture. The report provides an in-depth analysis not only of investments in farmland, but also of investment opportunities across asset classes that support regenerative agricultural value chains and food systems, including banking and cash equivalents, fixed-income investing in both public and private debt markets, public equities, and the private equity and venture capital market. Across these asset classes, it identifies 67 distinct investment mechanisms, instruments, and approaches for further developing regenerative agriculture capital opportunities. The report concludes with a series of recommendations for investors and stakeholders to build greater “soil wealth,” the benefits associated with improving soil health and increasing rural wealth through regenerative agriculture.

*Soil Wealth* stems from a major, three-year project on innovative mechanisms for financing regenerative agriculture funded by a Conservation Innovation Grant from the US Department of Agriculture’s Natural Resources Conservation Service (NRCS).

## ARTISAN GRAIN COLLABORATIVE

The Artisan Grain Collaborative (AGC) is a collaborative of organizations working across the Upper Midwest grain value chain to establish a market for food grade grains produced through regenerative agricultural practices. Delta remains an AGC member; members collaborate to address value chain barriers, provide education/awareness, and share resources. In 2018, the Collaborative worked on establishing its programs and structure, which now include six working groups and 38 partners. Next year, our focus will be on scaling our impact by communicating more strategically, improving and growing our variety testing process, and expanding our educational programming. The AGC is expanding into additional regions by setting up collaborative cores in Minneapolis/St. Paul, Madison, WI, and St. Louis. The AGC is also actively building out its constituencies to include brewers and distillers across the Midwest.







# GREEN INFRASTRUCTURE

## IMPACT

- Delta remediated a five-acre polluted former factory site in Gary, Indiana by **planting more than 300 trees** to soak up excess stormwater and soil-based toxins.
- Through six Green Infrastructure projects, Delta and our partners **reduced up to 3.5 million gallons of stormwater annually** in Hobart, Indiana, which is part of the Lake Michigan Basin.

## DESCRIPTION

As cities and regions move further into the 21st century, issues around flooding and stormwater management will only become more prevalent. Particularly throughout the Great Lakes and the Midwest, many communities are dealing with the combination of dated and deteriorating infrastructure, as well as more frequent flooding events. This combination poses threats to water quality, public health, quality of life, economic opportunity, and community stability.

These problems are most acute in low-income and disinvested communities, who disproportionately experience the impact of failing stormwater infrastructure and whose municipal governments and sewer districts often lack the resources and the capacity to make necessary upgrades. These communities oftentimes hold neighborhoods that are built in the floodplain, and due to a variety of factors, the disinvestment they experience leads to a lack of development, site improvements, and a corresponding high rate of blight and vacancy.

Integrating “gray infrastructure” with “green infrastructure,” planned systems that mimic natural water retention and infiltration processes, will help communities address the emerging stormwater management crisis in a more cost effective manner. Adopting green infrastructure also advances community beautification, while also protecting and increasing access to open space. Green Infrastructure techniques can range from stormwater planters on roadways to native gardens and green roofs on properties.

Delta Institute’s Green Infrastructure initiative seeks to remove barriers to implementing green infrastructure solutions by developing tools and resources; collaborating with local stakeholders to plan, install, and maintain projects; and contributing to regional policy initiatives. Some recent successes in our Green Infrastructure work include:



## **PHYTOREMEDIATION AT THE BEAR BRAND HOSIERY SITE IN GARY, INDIANA**

Delta Institute and our partners planted more than 300 hybrid poplar trees on the former Bear Brand Hosiery Plant, a five-acre brownfield site with petroleum contamination that lies within the Grand Calumet Area of Concern in Gary, Indiana. These hybrid poplars grow rapidly to then absorb and break down the petroleum contamination within the soil. The planted trees will take up significant amounts of water, reducing stormwater run-off into Lake Michigan and returning this vacant industrial site to productive use.

This approach to “phytoremediation” uses resilient native trees to cleanse both water and soil, allowing polluted land to be remediated and put back into use.

## **HOBART URBAN WATERSHED MANAGEMENT IMPLEMENTATION**

Delta Institute in collaboration with the City of Hobart, Indiana and the Alliance for the Great Lakes, implemented four green infrastructure sites that include rain gardens, infiltration basins, permeable pavement, bioswales, hybrid ditches, and stormwater plants within the Deep River and Turkey Creek Watershed which drains into Lake Michigan. The project will reduce the discharge of polluted urban stormwater runoff by 800 thousand to 3.5 million gallons annually.





## WAYS TO INVEST AND PARTNER WITH US

For more than 20 years Delta Institute has addressed environmental and economic issues throughout the Midwest. Our work takes us to cities like Chicago, St. Louis, and Milwaukee; to communities such as Hobart, Indiana; to coastal towns like Sebewaing, Michigan.

It's quite likely that you—or someone you know—live, work, or pass through a community that Delta has shaped over the past two decades.

You have many opportunities to contribute to our work a more vibrant, resilient future for the Midwest:

### PARTNER WITH US

Throughout the Midwest and much of the U.S., communities are faced with increased flooding, and degraded infrastructure due to uncontrolled stormwater runoff. This poses a serious threat to public health, water quality, economic opportunity, and quality of life for residents. Delta Institute's Green Infrastructure initiative seeks to remove barriers to implementing green infrastructure solutions by developing tools and resources; collaborating with local stakeholders to plan, install, and maintain projects; and contribute to regional policy initiatives.

### LEAVING A LEGACY

As you plan your philanthropic legacy, please consider including Delta Institute as a beneficiary in your will, retirement account, or life insurance policy so that our shared vision for a thriving Midwest carries on for generations to come. Please visit our website for more information: <https://delta-institute.org/planned-giving/>

### PROVIDING A QUALIFIED CHARITABLE DISTRIBUTION FROM YOUR IRA

Decrease your capital gains tax by directly rolling over a charitable gift from your IRA. We have easily downloadable letters and information for you or your wealth advisor. This type of gift is an excellent way to increase your investment in Delta's impact while lessening your overall tax obligation. Please visit our website for more information: <https://delta-institute.org/ira-qcd/>

### STOCK GIVING

Delta is equipped to easily and smoothly receive gifts of appreciated stock; please contact us at [sfreitagfey@delta-institute.org](mailto:sfreitagfey@delta-institute.org) if you would like to transfer shares to our organizational brokerage account to reduce your capital gains tax burden.

### MATCHING GIFTS

Your employer, or your spouse's employer, may match your donation to Delta —sometimes even triple the amount that you donate. Please contact your employer's Human Resources, Community Engagement, or comparable department to determine if your company has a matching gift program. Typically a matching gift entails a short form that you fill out as the donor, which you then mail to Delta for our staff to complete and submit—thus doubling or tripling your generous gift!

# FY19-18 AUDITED FINANCIALS

Consolidated Statement of Financial Position as of June 30, 2019 and 2018

All amounts in USD (\$)

	2019	2018
Total Current Assets	1,535,934	2,229,121
Other Assets	689,407	689,407
Property and Equipment	70,136	79,141
Beneficial Interest in Trust	5,532,656	5,645,054
<b>Total Assets</b>	<b>7,828,133</b>	<b>8,642,723</b>
Total Liabilities	1,935,603	1,971,470
Total Net Assets	5,892,530	6,671,253
<b>Total Liabilities and Net Assets</b>	<b>7,828,133</b>	<b>8,642,723</b>

Consolidated Statement of Activities and Changes in Net Assets as of June 30, 2019 and 2018

## ***Revenue and Support***

Contributions	1,088,357	1,117,555
Government Grants and Contracts	1,409,535	1,219,345
Contract Fees	397,568	371,538
Interest and other Income	30,956	(6,807)
Investment Income from Beneficial Trust	213,196	213,937
Change in Fair Market Value of Beneficial Trust	(112,398)	210,461
<b>Total Revenue, Support, and Net Assets Released</b>	<b>3,027,214</b>	<b>3,126,029</b>

## ***Expenses***

Program Services	2,957,352	2,730,630
General and Administrative	610,946	511,514
Fundraising	237,639	141,039
<b>Total Expenses</b>	<b>3,805,937</b>	<b>3,383,183</b>

Net Assets - Beginning of Year	6,671,253	6,928,407
Net Assets - End of Year	5,892,530	6,671,253



# FY18-19 DONOR ROSTER (JULY 1, 2017 - JUNE 30, 2019)

## Institutional

AmazonSmile	Illinois Stewardship Alliance
Anonymous (2)	JPMorgan Chase Foundation
Apologue Liqueurs	Just Transition Fund
Arkes Family Foundation	Kirkland & Ellis
Atomic Object	Lagunitas
Basecamp	Legacy Institute
Cardno	Lloyd A. Marks and Janice Siegel Foundation
Chicago Community Trust	McKnight Foundation
Citibank	Merchandise Mart Properties
Civic Projects Architecture LLC	Network for Good
Clarke Group	Norwottock Charitable Trust
Clif Bar	Patterson Family Foundation
CMIT Solutions	PERT Foundation
Dentons US LLP	Prairie Rivers Network
DePaul University	ProSkillz Gaming, Inc.
DNR Construction, Inc.	Providence Bank
EarthShare	Public Sector Consultants
ECT, Inc. Environmental Consulting & Technology	ReBuilding Exchange
Fogelson Foundation	Riventa Architects
Food:Land:Opportunity, a collaboration between Kinship Foundation and The Chicago Community Trust	Sam Schwartz Consulting
Gaylord and Dorothy Donnelley Foundation	Searle Funds at The Chicago Community Trust
GE Foundation	Thrivent Financial
GEI Consultants	US Bank
Gift of Hope Organ & Tissue Donor Network	US Cellular
Google	US Department of Agriculture Forest Service
Grand Victoria Foundation	US Environmental Protection Agency
Great Lakes Environmental Planning	Velocity Advisors, Inc.
Green Facilitator Inc	Walter S Mander Foundation
Hannah's Bretzel	Walton Family Foundation
Illinois Department of Natural Resources	Weaver Boos Consultants
	WEC Energy Group
	West Monroe Partners

## Sustainers

Carmelo Barbaro  
Tim Cycyota  
Amy DeLorenzo  
Matthew Elmore  
Kelly Farley  
Erin Fry  
Ellen Gottschling  
Helen Hardy  
Sarah Knobloch  
Elizabeth Lyon  
Jared Melnyk  
Eve Pytel  
Sam Schiller  
Hannah Slodounik  
Kyle and Michelle Wilkinson  
Laura Yates



## Individuals

Malek Abd  
Gerald Adelman  
Rohit Agarwal  
Sana Ahmed  
Ben Akucewich  
Lauri Alpern  
Oswaldo Alvarez  
Rebecca Anderholm  
Emily and Ryan Anderson  
Heather Anderson  
Anonymous  
Kate Ansorge  
Charles and Marcille Ansorge  
Lura Anyanwu  
Helen and Michael Arkes  
Ara Lucia Ashburne  
Wyeth Augustine-Marceil

Kenta Bacas Hosaka  
Eva Baldinger  
Jesika Barmanbek  
Don and Gayle Bartell  
Dan Barth  
Derek Barthel  
Lynn Basa  
Kristel Bassett  
Stephanie Bassos  
David Bates-Jefferys  
Maureen Baynes  
Judy and Tom Beck  
Justin Behrens  
Lynn Bement  
George Benitez  
Andrew Berg  
Michael Berger  
Rachael Berthiaume  
Lenore Beyer

Mari Bishop  
Dan Black  
Jackie Blair  
Ian Blanding  
Hannah Bok  
Kathleen Bolin  
Paul Botts  
Brian Bowen  
Tim Bradburne  
Taylor Bradshaw  
Nick Brady  
Emy Brawley  
Andrew Bray  
Richard Breckenridge  
Jenna Brieva  
Tim Brown  
Martin Brown  
Eric Brown  
Brian Buchek



DD Burlin  
Andrew Burroughs  
Sarah Bury  
Abby Butler  
Isabelle Cadrot  
Nicholas Cahnovsky  
Peter Cambouris  
Claire Cameron  
Matt Cardoni  
Diana Carr  
Angela Cascio  
Anna-Lisa Castle  
Abraham Celio  
Monica Chadha  
Robert Chambers  
Ian Champ  
Jon Cheffings  
Savitha Chelladurai  
Sara Cherny  
Shaska Chirinos  
Tsz Chung To  
Anna and John Clarke  
James and Marguerite Cmun  
Stephanie Cohen  
Katie Coleman  
Daniel Comeau  
Jimmy and Megan Conway  
Jennifer Cooper  
Abigail Corso  
Cathleen Costello  
Sarah Coulter  
Michael Courier  
Barbara Covell  
Jack Crane  
Catherine Crisp  
Natalie Csinsi  
Celine Cua  
Gary Cuneen

Thomas Cycyota  
Cyndy Cycyota  
Meegan Czop  
Robert Dahlgren  
Tobias Daros  
Dorthea Darras  
Emily Daucher  
Michael Davidson  
Michele Davies  
Cameron Davis  
Erin Delawalla  
Dan DeLeon  
Tomas de'Medici  
Laura Derks  
Kathleen DeStefani  
Kevin Dick  
Caitlin Dillon  
Linda Dillon  
Paula DiPerna  
Melissa Dodgin  
Andrew Dolder  
Chad Dorger  
Bridget Dougherty  
Robert Doull  
Mollie Dowling  
Brendan Doyle  
Harry Drucker  
Donna Ducharme  
Daniel Duffey  
Sarah Edwards  
Mark Eidelman  
Shevon Elam  
Aaron Elbert  
Yasmine El-Gohary  
Cindy Endersen  
Elizabeth Evans  
Mary Eysenbach  
Devon Fahey

Leaht Feldman  
Kathryn Ferrell  
Monica Ferrer  
Suzanne Fichter  
Elizabeth Fiden  
Madeline Field  
Ian Firestone  
Nancy Fishman  
Sydney Fitch  
Antwoine Flowers  
Gabrielle Foreman  
Bartholomew Forman  
Jeff Fort and Diane  
Locandro  
Angela Foster-Rice  
Sidney Freitag-Fey  
Tim Frick  
Melissa Froemming  
Kelly Fry  
Stef Funk  
Dylan Gaeta  
Ashley Galloway  
Raquel Garcia  
Beau Garrett  
John Garrett  
Ann Garth  
Will Garza  
Taylor Gendel  
Bill Gendel  
Lisa Gendel  
Amy Gies  
James Gignac  
Mark Gillingham  
Jason Gintert  
Sam Gonzalez  
Andre Gordillo  
Angelique Grandone  
Jess Green



Jake Greenberg  
Cat Greim  
Matthew Grezlik  
Amber Gribben  
Kayta Gruneberg  
Richard Guthrie  
Derek Hagaman  
Brittany Hall  
Carrie Hall  
Lewis Hangyal  
Janet Hanley  
John Hannon  
Christina Harris  
John Harris  
Matt Harrison  
Matthew Hastings  
Brandon Hayes  
Breanne Heath  
Robert Heidkamp  
Thais Heintz  
Michael Helwig  
Stephen Hempel  
Jordan Henderson  
Anna Henschel  
Margaret Herman  
Sarah Hicks  
Michael Hines  
Kassandra Hinrichsen  
Sara Hjalmarson  
Ashley Hodges  
Steven Hodges  
Dina Hoerth  
Elizabeth Holaday  
Brian Holdren  
Allison Holly  
John Holly  
Catherine and Thomas Holly  
Sandy Homola

Kenta Jesus Hosaka  
Marguerite Huber  
Joyce Huber  
Madeline Huff  
Ian Hughes  
Rachel Huslander  
Roxanne Hysert  
David Jaber  
Steven Jackson  
Sheryl Jacobs  
Brandon Jaeger  
Chun Jen  
Thomas Jensen  
Shreya Jha  
James John  
Nancy Johnson  
Nancy Juda  
Elizabeth Kalin  
Janis Kanter  
Julie Kanter  
Courtney Kashima  
Lena Kazer  
Ralph Kazer  
Janice Keenoy  
Moiria Kelley  
Alanna Kerstein  
Marjorie Kersten  
Michael Key  
Nishaat Killeen  
Colette Kinsella  
Jana Kinsman  
Kathryn Kniola  
Andrew Ko  
Todd Koenig  
Kathryn Koenig  
Kpoene Kofi-Bruce  
Emma Kornhauser  
Spencer Krane

Jolie Krasinski  
Stephen Kropa  
Kindy Kruller  
Benjamin Krumstok  
Meredith Kruppa  
Chad Kruse  
Diane and Jeffrey Kuta  
Nate Langolf  
John Lardner  
Angela Larsen  
Angela Larson  
Katie Larson  
Genese Leach  
Sheila Leahy  
Gloria LeBoyer  
Abby Leeser  
Karen Lehman  
Brad Leibov  
Gina Lettiere  
Jon Levey  
Paula Levin  
Katie Levin  
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# WHO WE ARE

As of June 30, 2020



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Delta Emerging Leaders  
at BOOST 2019 with staff  
liaison Patrick Murphy.

# DELTA EMERGING LEADERS

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(Top) Friends and supporters of Delta taking a boat tour with the Metropolitan Water Reclamation District of Greater Chicago.

(Middle left) Bill Schleizer, Delta CEO and Jacinda Ardern, prime minister of New Zealand.

(Middle right) Delta staff Katherine Schultz and Reilly Manz during Delta office's Valentine's Day 2020 celebration.

(Bottom) Claire Costelloe in the field collecting soil samples.





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