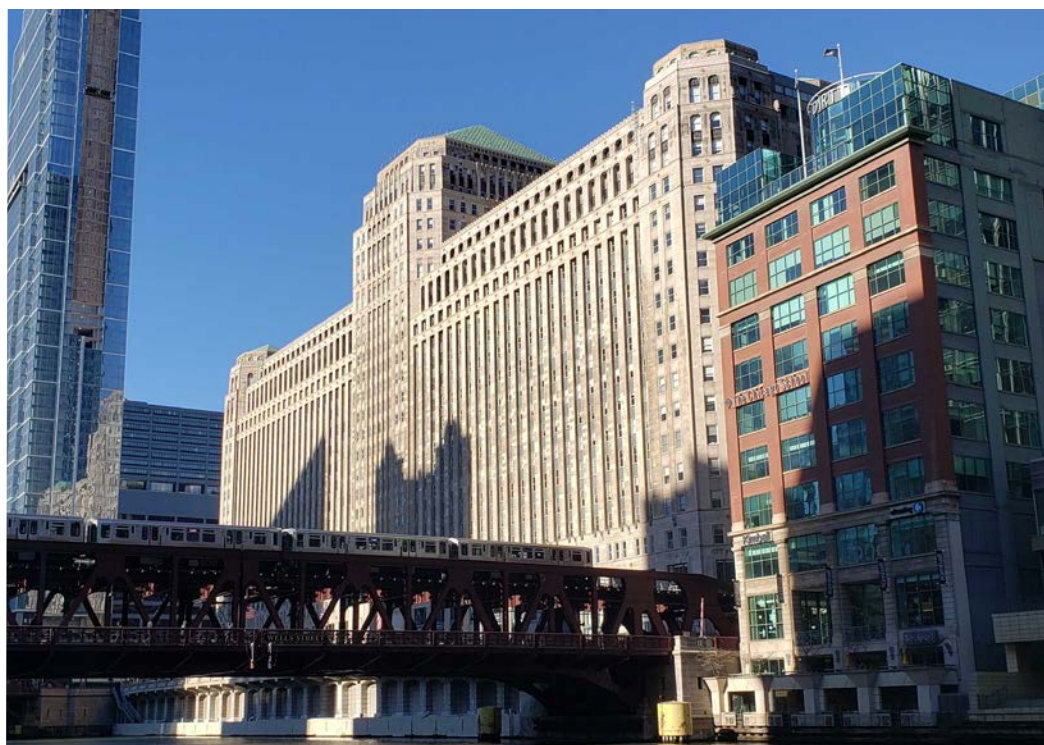


delta institute 

# ANNUAL REPORT

## *2020 - 2021*







*Above:* Photo at Cheney Run and Trail Creek, where Delta has partnered with Michigan City's Sanitary District

**FRONT COVER** / *Top left:* Sunset of Lake Michigan; *Top right:* River stream at a forest preserve in DuPage County, photo by Canva via Nicola Patterson; *Middle left:* Skyline of St. Louis, where Delta assisted the City in developing a deconstruction pilot, photo by Canva via J. Byard; *Bottom left:* Garden at Zumwalt Acres in Sheldon, Illinois; *Bottom right:* Merchandise Mart in Chicago, where Delta has helped improve the building's sustainability goals and LEED Certification for years

**BACK COVER** / *Top:* Flower garden planted in downtown Chicago, photo by Canva via Pedro Bige; *Bottom left:* Shoreline of Gary, Indiana, where Delta has partnered on several projects, including the Gary Green Infrastructure Plan; *Bottom right:* Site of Michigan's Rabbit River, where Delta has helped implement a conservation project



# TABLE OF CONTENTS

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Letter from the CEO

Our Work  
*(July 1, 2020 - June 30, 2021)*

FY20 Audited Financials  
*(July 1, 2019 - June 30, 2020)*

Ways to Invest and Partner with Us

FY20 Donor Roster  
*(July 1, 2019 - June 30, 2020)*

Who We Are

# LETTER FROM THE CEO

Greetings Friends, Partners, and Generous Supporters of Delta Institute:

At Delta Institute, we focus on solving the many environmental and economic issues facing the Midwest in collaboration with community partners working in urban and rural landscapes alike. And yet, everything we have experienced throughout 2020, 2021, and now into 2022 has demonstrated that we—as a region—are at a pivotal moment. Personally speaking, the systemic challenges we work to address have become visualized in a way which I had previously never thought imaginable.

While this period in time has been challenging for us as an organization—as I know it has also been for our partners and supporters—we have also marked some significant milestones in our work, such as those listed in the project highlights in this report. The challenges we face have also prompted us at Delta to refocus our programs and impact model for the future. Throughout most of this past year, we have been working closely with our Board of Directors and staff to review Delta's strengths and experience, as well as opportunities where we could apply our theory of change on the issues that matter most.

Over the course of this year, we'll be sharing more about how we are refining our strategic plan, impact model, and programs to refocus our efforts. All this work is built upon our years of collaborating with hundreds of stakeholders and through the support of hundreds of donors including those listed in this report's donor roster. Additionally, there's a few organizational updates I would like to share with you:

## Diversity, Equity, and Inclusion

This past year, Delta concluded an 18-month process to identify, explore, and strengthen our goals related to diversity, equity, and inclusion (DEI). We did so to improve our internal processes and structures for our boards and staff as well as our external processes for engaging with our partners, communities, stakeholders, and supporters. This means that we must be authentic and inclusive at our fundamental core, ensuring that we do not contribute to legacy injustices that the 501c3 sector has perpetuated either directly or indirectly. In the spirit of collaboration and transparency, we published our DEI Executive Summary online to share more about where we've been and where we're going as an organization. I encourage you to read more about our DEI activities by visiting <https://delta-institute.org/dei>.

## Our Commitment to Accountability and Transparency

I am honored to share that GuideStar has recognized Delta for the second year in a row with a Platinum Seal of Transparency, the highest level of recognition. This means that of the federally recognized 1.7 million nonprofits in the United States, Delta ranks among the top 1% of nonprofits regarding transparency. We welcome everyone to learn more by visiting our GuideStar profile at <https://www.guidestar.org/profile/36-4210191>.

## We Moved!

We didn't move far though! Last summer, we moved Delta's offices to 35 E. Wacker Dr., Suite 1760 in Chicago. Our new space provides more flexibility for our staff to work in a new hybrid working environment, accommodating both in-person and remote work. The space is also more cost-effective, providing us with more savings to invest in what matters most: collaborating with our partners on projects that solve complex environmental challenges. We remain committed to ensuring the safety of our staff, boards, partners, and supporters throughout the changing challenges of this pandemic.

Ultimately—even through all the uncertainty that many of us have experienced this past year—I feel that we are still advancing our goals toward building a stronger, more resilient future for a thriving Midwest. I want to reiterate how grateful I am to all our many supporters, volunteers, and partners. Environmental challenges cannot be solved single-handedly by any one of us. It requires collaboration from everyone—that is why I'm so grateful for your support. If you would like to renew your gift or join our supporters with a first-time gift, you can do so online at <https://delta-institute.org/donate>.

Have questions about anything in this report or any of our other work? Feel free to email me at [wschleizer@delta-institute.org](mailto:wschleizer@delta-institute.org) or call me at 312-554-0900.

With gratitude,



Bill Schleizer  
CEO, Delta Institute



# OUR WORK

At its root meaning, “delta” means change. Thus, change is what we do—every day. As part of this commitment to change—whether the way the Midwest approaches agricultural conservation, or sustainability planning, or improving regional water quality—Delta Institute is undertaking a change in our strategic direction.

In 2019, we at Delta recognized that we need to evolve to better serve our community partners to achieve our shared vision of a thriving Midwest. This means that we must be authentic and inclusive at our fundamental core, ensuring that we do not contribute to legacy injustices that the 501c3 sector has perpetuated—regardless if done so directly or indirectly.

Indeed, Delta Institute exists because environmental and economic issues hit communities—both urban and rural—through disinvestment, inequity, and policy decisions. We collaborate to solve legacy environmental and economic issues at the community level by focusing on the self-defined goals our partners share with us.

To face this reality headfirst, Delta convened a Diversity, Equity, and Inclusion (DEI) Committee composed of staff, associate board, and governing board members to create a [comprehensive overview of our approach to DEI](#), with clearly defined and actionable recommendations so that our work results in actual, verifiable change within the organization at all levels. Being candid, we simply could not continue doing “business as usual” if we want to be a genuine and inclusive partner. As shared in our CEO Welcome, our focus on DEI is leading us to draft a new Strategic Plan. Our current Strategic Plan goes through the end of our FY22 (June 30, 2022)—but we realized that our current Plan is not reflective of who we are, or who we want to be.

Our commitment to our vision of a thriving Midwest—a **region in which all communities and landscapes thrive through an integrated approach to environmental, economic, and social challenges**—remains constant. But how we achieve this vision—through our programs and projects, and how we operate as 501c3 nonprofit—will continue to evolve.

Stay tuned for more details as we firm up what the next iteration of Delta looks like—as we change, and grow, together.

*OPPOSITE PAGE / Top: Photo of mural artwork taken during a site visit to the Little Village neighborhood of Chicago; Second row, left: Delta’s Reilly Manz presenting to Michigan City, IN, elementary school students about the environmental benefits of the City’s Cheney Run Wetland Restoration Project; Second row, right: Community planning workshop for tree-planting project in Oceana County, MI; Third row, left: The winning entrepreneurs from the Lillian Augsuta start-up which won Delta’s BOOST Award; Third row, right: Delta’s Claire Costelloe organizing collected soil samples; Bottom: The Delta Emerging Leaders associate board gets together for a socially-distanced day in the park*





## Project Highlight

# CHICAGO WASTE STRATEGY

Throughout 2021 and continued through this year, Delta has been collaborating with the City of Chicago Office of the Mayor to conduct a comprehensive assessment of the entire municipal waste system and its directly related impacts on the community. As a core part of our efforts, Delta developed a **holistic, pragmatic roadmap with 63 recommendations to re-envision what materials management in Chicago could look like**, while ultimately turning waste into resource.

Delta worked with a diverse roster of more than 90 stakeholders, including City of Chicago municipal departments, fellow nonprofits, universities, community groups, and individuals. We are grateful to them for their insights, keen understanding, and feedback. Strategies were developed through:

- [Review of current waste and recycling data, programs, policies, and infrastructure](#);
- [Analysis of best practices and programs in peer cities](#); and,
- Engagement with stakeholders in the City, the private sector, and Chicago communities.

Effectively managing materials and waste requires a highly efficient system of interconnected infrastructure and personnel across the public and private sectors. There is an opportunity to improve this system using innovative technology, research, and design, but ultimately this challenge requires a coordinated effort by the City of Chicago, commercial and industrial businesses, institutions, and citizens. Delta Institute has partnered with the City of Chicago to identify and analyze existing data, policies, stakeholders, and impacts of Chicago's waste, recycling, composting, and reuse systems to develop strategies for improvement.

The goal of the [City of Chicago Waste Strategy](#) is to identify concrete actions to:

- **Decrease waste disposal and associated negative environmental impacts;**
- **Reduce costs and increase efficiency;**
- **Maximize economic investment and workforce development opportunities; and,**
- **Address social and environmental justice inequities.**

This is just the first step. Redesigning how the City manages waste and recycling and addresses long-standing environmental justice issues requires a long-term commitment on behalf of many of the City's stakeholders. We are happy to share that the City has already made progress thus far by investing in new equipment, planning for more test pilots, and recruiting more staff to further advance the goals and objectives of the Strategy.

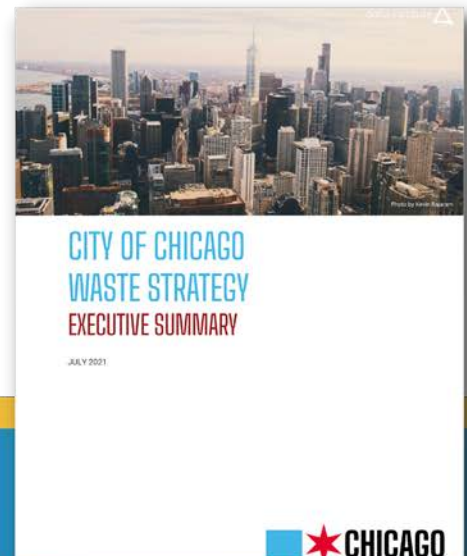




*Top: Photo of the Chicago skyline by Steve Gadowski; Bottom left: Photo of a Pumpkin Smash 2021 site, endorsed by the City of Chicago, after Halloween for residents to sustainably dispose of their pumpkins; Bottom right: City of Chicago offers tree dropoff locations in January 2022 following the holidays*

## READ THE STRATEGY

Visit [bit.ly/chi-waste](https://bit.ly/chi-waste) to download the full Chicago Waste Strategy including the Executive Summary, Existing Conditions Report, Waste Characterization and Generation Update Report, Peer City Analysis, and Materials Management Strategies.



[bit.ly/chi-waste](https://bit.ly/chi-waste)

## *Project Highlight*

# INCREASED LAND STEWARDSHIP THROUGH LAND TENURE AND SOIL HEALTH TESTING

This project is a component of Delta's strategic vision to ensure that resources support stewardship of farmland in the Midwest and to enable such landscapes to play a critical role in protecting the region's water quality and soil health. **In the Midwest, nearly 50% of agricultural land is leased and therefore managed by farmers who do not own the land.** Landowners often face obstacles that prevent effective long-term stewardship. Current land management practices include using fertilizers and harmful chemicals such as phosphorous, ultimately polluting local water systems. To overcome these challenges, lease agreements and incentives need to better address conventional land management practices. Landowners benefit from practical solutions that help transition to agricultural systems for water quality protection and soil health.

One example of how we have supported our stakeholders this past year is our recent publication of the publicly available [Soil Health Testing Guide](#) as a tool. This guide has since been widely shared throughout Illinois and the greater Midwest; it provides a solid foundation for land managers looking to start soil health testing. The soil health baseline data collected for our partners will allow them to make better informed decisions about farmland management in the future, especially given that most partners indicated that they plan to continue conducting soil testing on their own.

Our next phase seeks to standardize soil health testing and develop an easy-to-use kit which connects with data lab systems. By increasing access to standardized soil health testing, farmers can increase their profitability by reducing the need for synthetic fertilizers, increase their soils' resilience against extreme weather events like flooding, reduce nutrient runoff into local water systems, and reduce local greenhouse gas emissions. Increased testing also helps establish a critical baseline of data to support sound decision-making and policy to create opportunities for farmers in the emerging carbon market.

[Since starting this project](#), Delta identified 56,000 acres of public land within four years and an estimated 98,000 acres of associated private land within five years that will enact conservation practices, based on public land commitments and forecasts for private land.





Zumwalt Acres (Sheldon, IL) using  
biochar and basalt soil amendments to  
improve carbon capture



## *Project Highlight*

# GREEN INFRASTRUCTURE DESIGNS GUIDE AND OUR PARTNERSHIP WITH RISC SOLUTIONS

As climate change accelerates, Great Lakes communities face more extreme weather-related threats. One of the most common is frequent flooding, causing expensive damage to property, polluting and stressing our water systems, decimating aquatic habitats, and disproportionately impacting low-to-moderate income communities.

This past year, Delta Institute began a new partnership with [RISC \(Resilient Infrastructure for Sustainable Communities\) Solutions](#), a group of regional leaders who help Midwest communities design and implement Green Infrastructure (GI). RISC Solutions creates resources for sustainability and resilience leaders throughout the Midwest who are sharing their experiences, learnings, and barriers via a dynamic cluster.

In October 2020, we began updating our [Green Infrastructure Designs Guide](#) as part of our work with RISC. The guide is an **open-source resource detailing standard green infrastructure techniques** and the basic requirements and considerations for properly implementing them. The guide provides decision support tools that help communities select green infrastructure techniques to implement locally; identify where to locate it; and forecast benefits. It also includes basic design renderings, maintenance guidelines, cost information, specifications, and planting guidance. The guide plays an important role in implementing Delta's green infrastructure work, particularly through our community planning projects,

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## *DOWNLOAD THE GUIDE*

This designs guide provide users with a clearer understanding of how to identify opportunities for green infrastructure implementation; illustrates which practices are most suitable for a specific site or purpose; and how to make informed decisions based on reasonable cost estimates.

[bit.ly/gi-designs](https://bit.ly/gi-designs)





construction projects, and training work. We plan to release another guide soon that explores green infrastructure monitoring, evaluation, and maintenance.

This partnership will provide more communities with step-by-step instructions that illustrate how local measures can work in tandem with private-public investment opportunities. Our work will also identify priority regions with the greatest need and readiness for investments. **Ultimately, we hope to execute multiple \$10 million in investments that lead to improved water quality and more green neighborhoods across the Midwest.**

Learn more about our partnership by visiting us online at [www.risc.solutions](http://www.risc.solutions).



*Right:* Trees planted in Oceana County, Michigan, as part of an effort to mitigate 24,900 stormwater gallons annually; *Bottom:* Cheney Run wetland site visit photo at Michigan City, Indiana, in partnership with the Michigan City Sanitary District and Alliance for the Great Lakes





## *Project Highlight*

# CHICAGO PRIZE FINALIST PROJECT WITH THE LITTLE VILLAGE ENVIRONMENTAL JUSTICE ORGANIZATION

Located on Chicago's Southwest Side, Little Village—or 'La Villita'—is home to primarily Latinx families (with a sizable first-generation immigrant population). Little Village is one of the densest Chicago communities, with 17,000 people per square mile. Little Village also has the least amount of green space per capita, and inherited much of the City's legacy industrial pollution, being located adjacent to the third largest industrial corridor in Chicago.

Little Village is a prime example of how traditional urban planning and economic development practices have been harmful to communities of color, who consistently bear disproportionate pollution burden and lower local economic investment while being excluded from planning.

With the goal of promoting economic development, revitalization, and environmental justice in the community, the [Little Village Environmental Justice Organization \(LVEJO\)](#) and Delta Institute have collaborated since 2012—starting by building consensus on the closure and redevelopment of the Crawford coal plant on the SE Side of the neighborhood, then creating the [Little Village Vacant Property and Brownfield Redevelopment Strategy](#) for the **potential redevelopment of more than 250 mapped brownfields.**

These efforts directly led to the LVEJO-Delta initiative to create plans for a new community hub at a vacant Chicago Fire Department engine house (pictured at right) to provide the local neighborhood with the means to create a robust local economy based on solidarity and







*Top: The proposed site of Centro de Solidaridad Mi Villita; Bottom left: Photo courtesy of LVEJO's #GenteDeLaVillita campaign; Bottom right: Delta Institute and LVEJO project partners at site visit*

self-determination through workforce development, food access/equity, arts programming, and neighborhood mobilization.

Our project's Theory of Change is rooted in the core belief that when communities are allowed to prioritize and plan redevelopment using their experience, they then have the power and agency to transform their neighborhoods and broader society. This project was a [finalist for the first Chicago Prize](#), the \$10 million award competition held last year by the Pritzker Traubert Foundation, and although we did not win the competition, we are continuing our partnership to advance LVEJO's project goals.

Please learn more about our collaborative efforts by [visiting our website](#). Together we are working for a resilient Little Village, offering future generations with **economic access, democratic inclusion, living wage job generation, and workforce development.**

# FY20 AUDITED FINANCIALS

## Consolidated Statement of Financial Position as of June 30, 2020 and 2019

All amounts in USD (\$)

	2020	2019
Total Current Assets	1,494,133	1,535,934
Other Assets	-	689,407
Property and Equipment	46,210	70,136
Beneficial Interest in Trust	5,327,805	5,532,656
<b>Total Assets</b>	<b>6,868,128</b>	<b>7,828,133</b>
Total Liabilities	1,441,077	1,935,603
Total Net Assets	5,427,051	5,892,530
<b>Total Liabilities and Net Assets</b>	<b>6,868,128</b>	<b>7,828,133</b>

## Consolidated Statement of Activities and Changes in Net Assets as of June 30, 2020 and 2019

### Revenue:

Contributions	1,178,927	1,088,357
Government Grants and Contracts	945,941	1,409,535
Contract Fees	464,382	397,568
Interest and other Income	43,491	30,956
Investment Income from Beneficial Trust	218,420	213,196
Change in Fair Market Value of Beneficial Trust	(204,851)	(112,398)
<b>Total Revenue and Net Assets Released</b>	<b>2,646,310</b>	<b>3,027,214</b>

### Expenses:

Program Services	2,247,362	2,957,352
General and Administrative	618,775	610,946
Fundraising	245,652	237,639
<b>Total Expenses</b>	<b>3,111,789</b>	<b>3,805,937</b>

Net Assets - Beginning of Year	5,892,530	6,671,253
Net Assets - End of Year	5,427,051	5,892,530

Download the full annual audit at [delta-institute.org/who-we-are/#transparency](https://delta-institute.org/who-we-are/#transparency).



# WAYS TO SUPPORT

Delta exists because environmental and economic issues hit communities—both urban and rural—through disinvestment, inequity, and policy decisions. We collaborate to solve systemic environmental and economic issues at the community level by focusing on the self-defined goals and needs that our partners share with us. We believe that acting now is not only a pressing climate change issue, but also an issue of environmental justice and equity.

Ultimately, Delta is helping to create a Midwestern region where all communities and landscapes thrive. Please join us by supporting our work for the year ahead and beyond.

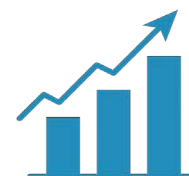
## Become a Sustainer

Several of our supporters make smaller monthly donations that add up over time for a larger, more impactful gift. Visit <https://delta-institute.org/donate> and select whether you would like your gift to recur weekly, monthly, quarterly, annually, or simply make a one-time gift. You can cancel or adjust your recurring gift at any time by emailing [development@delta-institute.org](mailto:development@delta-institute.org).



## Donate gifts of stock and appreciated securities

In addition to claiming a charitable tax deduction for your contribution, by donating gifts of stock directly to Delta, you may be able to avoid paying capital gains taxes.



## Retirement account Qualified Charitable Distributions

Also known as the “IRA Charitable Gift Rollover,” this allows supporters at least 70½ years of age to donate directly through their IRAs without needing to claim the distribution as taxable income. Learn more about donating QCDs at <https://delta-institute.org/ira-qcd>.



## Leave a lasting legacy for the Earth

By naming Delta Institute as a beneficiary in your will, life insurance policy, or retirement account, you can make a long lasting impact to continue protecting the Earth for generations to come. Learn more making a planned gift at <https://delta-institute.org/planned-giving>.



Most importantly, please know that regardless if you wish to discuss planning options for a complex gift or if you simply want to chat more about the impact of your donation—no matter the size—we would love the opportunity to connect with you. Feel free to email Delta's Director of Development and Communications, Sidney Freitag-Fey, at [sfreitagfey@delta-institute.org](mailto:sfreitagfey@delta-institute.org) to set up time for a meeting or phone call. If you are considering making a planned gift or any of the complex gifts listed above, we also recommend you consult your attorney and/or financial planner throughout the process.

***Thank you for investing in the Midwest!***

Photo by Dulcey Lima





# FY20 DONOR ROSTER

For donors contributing between July 1, 2019 – June 30, 2020. Please accept our apologies for any donor roster errors, omissions, or preferred naming. If you have any questions, edits, or revisions, please contact us at [development@delta-institute.org](mailto:development@delta-institute.org). Thank you for your kind support of Delta Institute!

## *INSTITUTIONAL*

ALMA Philanthropy Fund	JPMorgan Chase Foundation
Amazon	Legacy Institute
Anonymous (2)	Lloyd A. Marks and Janice Siegel Foundation
Apologue Liqueurs	McKnight Foundation
Arkes Family Foundation	Miles & Gurney LLC
Basecamp	National Fish and Wildlife Foundation
Cabot Microelectronics	Norwottock Charitable Trust
Carbon Yield	Patterson Family Foundation
Chicago Community Trust	Peoples Gas
Chicago Leadership Alliance	PERT Foundation
Clif Bar	Pritzker Traubert Foundation
Community Foundation for Oceana County	Revolution Brewing
Cream Wine	Schneider Electric Foundation
EarthShare	US Bank Foundation
Facebook	US Department of Agriculture
Fogelson Foundation	US Environmental Protection Agency
Fred A. and Barbara M. Erb Family Foundation	Vosges Haut-Chocolat
Gaylord and Dorothy Donnelley Foundation	Walder Foundation
GE Foundation	Walter S. Mander Foundation
Google	Walton Family Foundation
Great Lakes Protection Fund	Warner Bros. Entertainment, Inc.
Hannah's Bretzel	West Monroe Partners
Harry and Jeanette Weinberg Foundation	William Blair & Company
HS2 Solutions Charitable Fund	

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Erin Fry  
Helen Hardy  
Ashley Hodges  
Natalie Foster  
Wesley Klein  
Sarah Knobloch  
Mila K. Marshall  
Paulina Martínez  
Jared Melnyk  
Eve Pytel  
Sam Schiller  
Kyle and Michelle Wilkinson



Photo by Arkadiusz Zet

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Marcille Ansorge  
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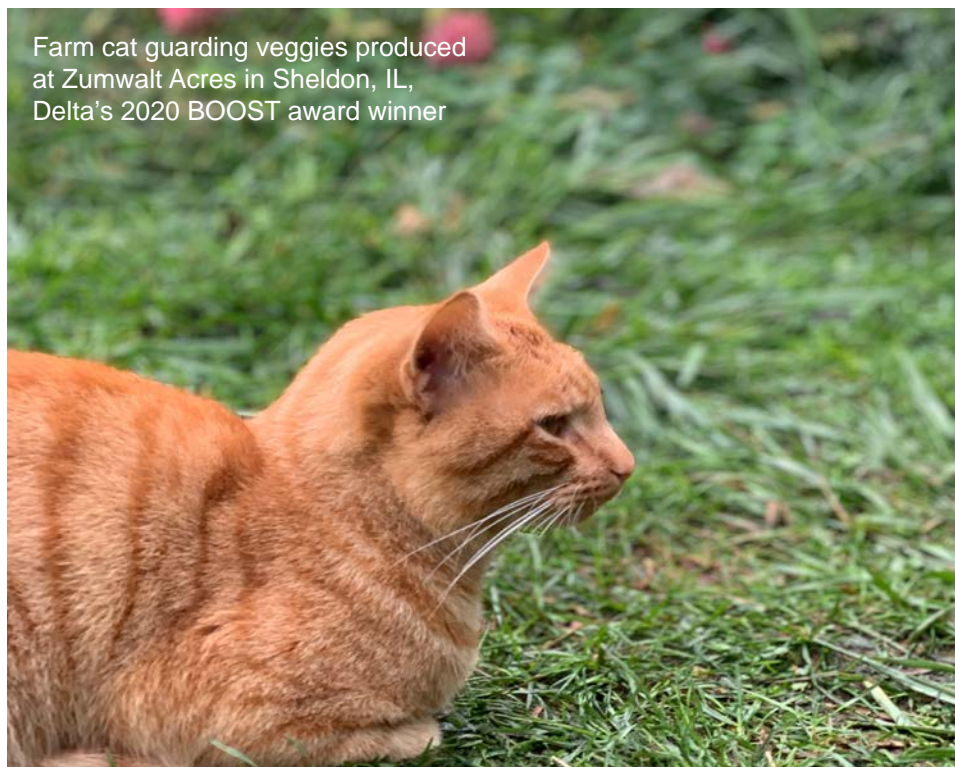
Susan Clark  
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Megan Conway  
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Elizabeth Fiden  
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David Fording  
Jeff Fort  
Noah Frazier  
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Sidney Freitag-Fey  
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Michael W. Huber  
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Sam Hunt  
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Laura Jack  
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Colette Kinsella  
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Todd Parker  
Julia Parzen  
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Malora Pollack  
Kyle Preuss  
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James Reidy  
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Spike Schonthal  
Katherine Schultz  
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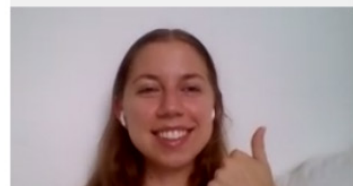
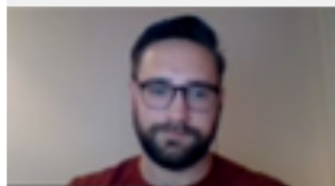
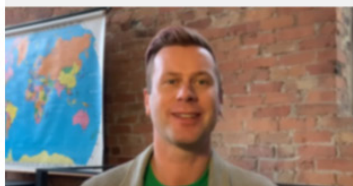
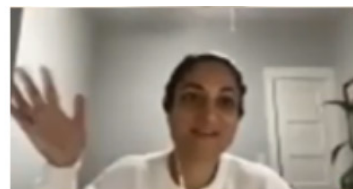
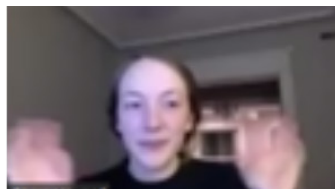
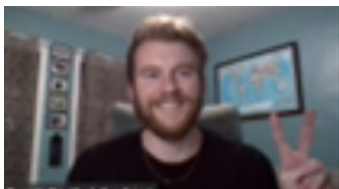


Above: Photo by Gautam Krishnan; *Opposite page*: Photo by Jason Leung





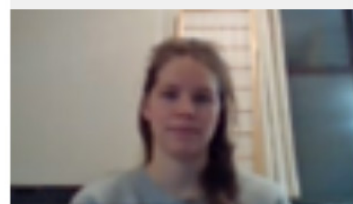
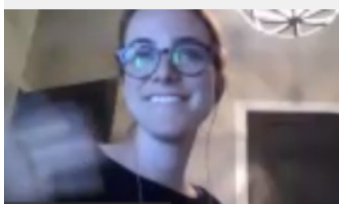
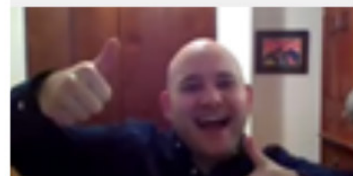
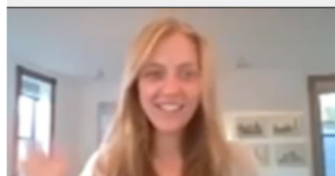
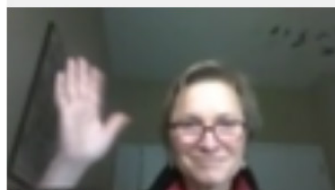
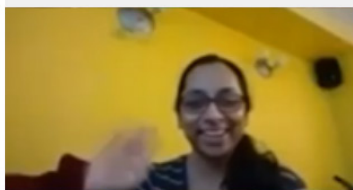
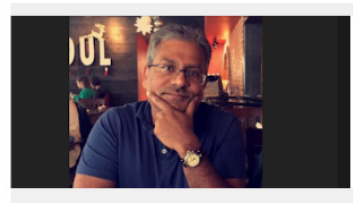
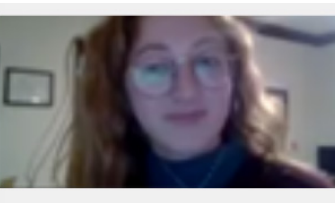
Rachel Sherman  
Nicole Siefert  
Audra Siliunas  
Sanjiv Sinha, PhD  
Joan Smedinghoff  
Sarah Smietana  
Mallory Sohmer  
Adam Sorkin  
Elinor Sorkin  
Tim Sparer  
Donald Spetter  
Jeffrey Spetter  
Natalie Spetter  
Connie Spreen, PhD  
Caroline Staerk  
Mike Stevens  
Kathy Tarkowski  
Kyle Terry  
Nathaniel Thomas  
Brian Trainor  
David Ullrich  
Paulo Vieiradacunha  
Jaimee Walker  
Bret Walton  
Jennifer Wang  
Alexia Ward  
Jaclyn Wegner  
Sarah Whitmore  
Javan Whitney-Warner  
Andrew Wilkening  
Jeff D. Williams  
Anna Withers  
Scott Yorde  
Andrew Youngling  
Margot Zuckerman



# WHO WE ARE

*As of June 30, 2021*

This section lists Delta's Board of Directors, Delta Emerging Leaders, and Delta Staff as of the end of our fiscal year ending June 30, 2021. For current listings, please visit [delta-institute.org/who-we-are/our-team](https://delta-institute.org/who-we-are/our-team).





# *DELTA BOARD OF DIRECTORS*

## **Officers**

Sam Schiller  
Board Chair  
Founder & CEO, Carbon Yield

Sanjiv Sinha, PE, PhD  
Vice Chair  
Governance & Nominating Committee Chair  
Vice President, Water Resources,  
Environmental Consulting & Technology (ECT)

Allison Hannon Holly, MBA  
Treasurer  
Finance Committee Chair  
Senior Sales Manager, Onshore Wind,  
GE Renewable Energy

Tammi Davis  
Secretary  
Director of Compliance of Policy  
Engagement, City of Gary Sanitary  
District

## **Members**

Andrew Burroughs  
VP of Customer Engagement, Healthy  
Minds Innovations

Monica Chadha  
Founder, Civic Projects

Jon Cheffings  
EVP, Strategy, SCC&M

Paul DeCotis  
Litebill Committee Chair  
Senior Director, West Monroe Partners

David Freed  
Executive Partner, HCI Equity Partners

Niharika Hanglem  
Social Impact and Innovation, GET Cities

Kevin Kalus  
Market Executive, Illinois Middle Market,  
JPMorgan Chase

Ann McCabe  
Development Committee Chair  
Principal, Ann McCabe & Associates

Julie Rizzo  
Founder and CEO, Recycled Granite

Bill Schleizer  
CEO, Delta Institute

Vanessa Roanhorse  
CEO, Roanhorse Consulting LLC



## *DELTA EMERGING LEADERS*

### **Executive Team**

Erin Fry  
Co-Chair

Kirsten Melling  
Co-Chair

Margot Zuckerman  
Treasurer

Kelly Aves  
Secretary

Adriana Kemper  
Communications Committee Co-Chair

Kyle Preuss  
Communications Committee Co-Chair

Natalie Spetter  
Outreach Committee Chair

Programming Committee Chair  
Anna Withers

### **Members**

Liz Alexander

Ashley Bakelmun

Derek Barthel

Bryan Biello

Taylor Bradshaw

Madline Demo

Maya Dutta

Sue Ann Gan

Travis Hawks

Claire Howard

Ethan Leigner

Chrisotpher Newman

Joan Smedinghoff

Devon Synder



# *DELTA STAFF*

Mackenzie Manley Buchek  
Associate, Finance and Operations

Megan (Walton) Conway  
Senior Associate, Programs

Claire Costelloe  
Assistant, Programs

Kevin Dick, LEED AP O+M  
Director of Programs

Jack Eskin, AICP  
Senior Specialist, Programs

Sidney (Sid) Freitag-Fey, CFRE  
Director, Development and Communications

Helen M. Hardy  
Director, Finance and Operations

Olga Lyandres, PhD  
Senior Specialist, Land Stewardship

Reilly Manz  
Associate, Programs

Patrick T. Murphy  
Senior Specialist, Development and  
Communications

William (Bill) Schleizer  
CEO

Katherine Schultz  
Lead, Finance and Operations







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Chicago, IL 60601

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