

THE INSIDER

MARCH 2023 THE NEWSLETTER FOR FRIENDS OF THE FOUNDATION FOR ENHANCING COMMUNITIES

VOL. #08



REGIONAL UPDATES

Franklin County

Mechanicsburg and Perry

County

P4

P9

EARLY CHILDHOOD INITIATIVE

The Basics P5

GRANTS AVAILABLE NOW

Five Grant Opportunities P6

FISCAL SPONSORSHIP CORNER

Year in Review

THANK YOU FOR A SUCCESSFUL 2022

As we reflect on 2022, TFEC cannot help but feel grateful. Thanks to our donors, 1,957 grants were made for a total of \$5,690,459 given to our community this past year.

Thank you for your vision for the future, your belief in our community, and your generosity. Our region is better because of you. Thank you.

1,957 GRANTS \$5,690,459

DOLLARS GRANTED

GIVE THE GIFT OF REAL ESTATE

In addition to cash and other assets, you can give the gift of real estate to establish your fund or contribute to an existing fund.

CONTINUED ON P13







INVESTMENT ADVISORY COMMITTEE

MESSAGE FROM ROBERT E. CAPLAN - CHAIR

The Federal Reserve acted to curb inflation in 2022 by increasing interest rates. In general, the stock market is not fond of inflation, rising interest rates, or the risk of recession. These dominant forces combined and drove the market down. The S&P 500 finished the year down 19.4%, making 2022 the worst year since 2008, and the fourth worst year since 1957 when the index was launched.



Market corrections are intimidating because the important assets of our community are on the line. TFEC's Investment Advisory Committee (IAC) takes comfort in knowing that our portfolio has experienced many bear markets before and ultimately flourished once the bear retreated. The IAC's passive investment strategy performs consistently with the stock market in general. We are not trying to guess which sector or individual position will generate the greatest returns in the future. History tells us that trying to beat the market almost always results in sub-market performance. Therefore, we will continue to hold on to our time-proven investments.

Negative markets are part of investing. The risk inherent in equity investing is why equity returns, on average, are so much greater than returns offered on risk-free certificates of deposit. The S&P 500 experiences a positive year 71% of the time and the 500 follows a negative year with a positive year 80% of the time with an average gain of 15%. This market will undoubtedly turn when inflation is moderated and the Fed pivots to a more accommodated posture. The IAC remains confident that our assets are prudently invested.

Take care and enjoy the start of spring,

Bob

INVESTMENT PERFORMANCE

12/31/22 RETURNS ARE YTD & 1-2-3-5-10-15-18-20-25-27 ARE AS OF 12/31/22							
Year	100% Equity	70% Equity & 30% Fixed	Year	100% Fixed	Year	100% ESG	
	(Model E)	(Mode A)		(Model F)		(Model ESG)	
12/31/22	-18.0%	-16.2%	12/31/22	-11.6%	12/31/22	-23.0%	
3 YRS.	5.3%	3.0%	3 YRS.	-2.3%	3 YRS.*	3.8%	
5 YRS.	6.4%	4.6%	5 YRS.	0.3%			
10 YRS.	12.2%	8.8%	10 YRS.	1.3%			
15 YRS.	7.3%	5.9%	15 YRS.	2.1%			
20 YRS.	9.4%	7.4%	19 YRS*	2.3%			
25 YRS.	7.3%	6.3%					
27 YRS.*	8.5%	7.3%			* Since Inception		

INVESTMENT ADVISORY COMMITTEE MEMBERS

Robert E. Caplan, CFA, Chair Community Volunteer

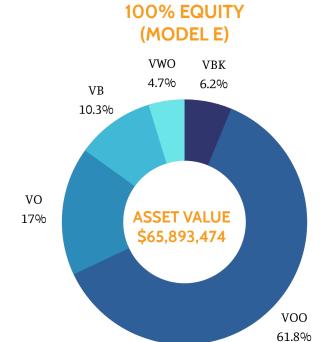
Catherine Azeles, CFP *ConradSiegel*

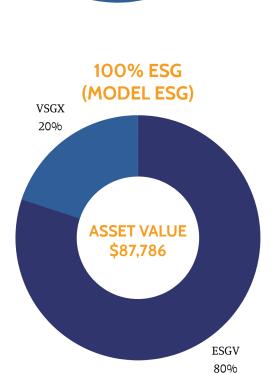
Frederick D. Fischer *Fischer Financial Services, Inc.*

Samir S. Parikh Morgan Stanley Wealth Advisers Conrad M. Siegel, FSA ConradSieael

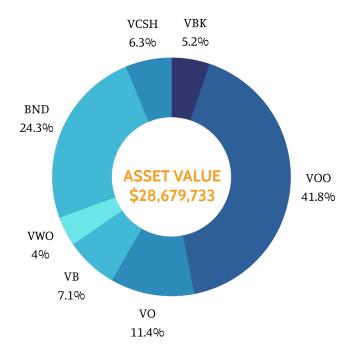
Jonathan Vipond, III, Esq. Buchanan, Ingersoll & Rooney, P.C.

INVESTMENT CONTINUED

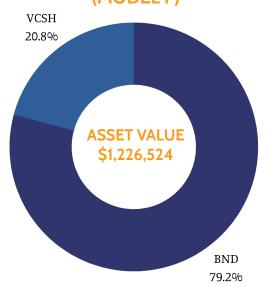




70% EQUITY & 30% FIXED INCOME (MODEL A)



100% FIXED INCOME (MODEL F)



FUND LEGEND

VANGUARD S&P 500 ETF	VOO	VANGUARD SMALL-CAP GROWTH ETF	VBK
VANGUARD MID CAP ETF	VO	VANGUARD FTSE EMERGING MARKETS ETF	VWO
VANGUARD SMALL CAP ETF	VB	VANGUARD ESG U.S. STOCK ETF	ESGV
VANGURD ESG INTERNATIONAL STOCK ETF	VSGX	VANGUARD TOTAL BOND MARKET ETF	BND
VANGUARD SHORT-TERM CORPORATE BOND ETF	VCSH	* RETURNS ARE AS OF 12/31/22	

3

REGIONAL UPDATES

FRANKLIN COUNTY COMMUNITY FOUNDATION (FCCF)

The Franklin County Community Foundation (FCCF) Advisory Committee met for the New Year. We would like to thank Thomas Steiger for his many years of service to FCCF. We would also like to welcome Elissa Heil as a new member to FCCF Advisory Committee.

If you are in search of a great mission to support, where you are directly impacting the lives of your neighbors, consider giving to the Franklin County Community Foundation Fund, where you can partner with others to support the nonprofits in Franklin County.

Please visit the Franklin County Community Foundation to find out more about our work "Give Where You Live."

MECHANICSBURG AREA COMMUNITY FOUNDATION (MACF)

The Mechanicsburg Area Community Foundation (MACF) Advisory Committee met for the New Year. We would like to thank Gary Weber for his many years of service and leadership on the Advisory Committee. Gary served as the Nominating Subcommittee Chair.

We would also like to welcome Karen Cochran as a new member to the MACF Advisory Committee.

If you are in search of a great mission to support, where you are directly impacting the lives of your neighbors, consider giving to the Mechanicsburg Area Community Fund, where you can partner with others to support the nonprofits that are providing services to Mechanicsburg residents in 17050 and 17055 zip codes.

Please visit the Mechanicsburg Area Community Foundation page to "Give Where You Live".

PERRY COUNTY COMMUNITY FOUNDATION (PCCF)

Many thanks to the Perry County Community Foundation Advisory Committee members who have completed their terms: Linda Kutz, Harriet Magee, Mary Jane Moyer, and Jan Zeigler. We appreciate your commitment and service over the years. Welcome to the newest members of the committee: Margaret Raub and Rick Knepp.

The 2023 Advisory Committee will continue to serve the residents of Perry County by raising funds and awarding grants to the amazing nonprofits in the county.

Please visit the Perry County Community Foundation to find out more about our work "Give Where You Live."



PCCF Grantee Reception

DATE: Tuesday May 23, 2023

TIME: 5:30 PM - 7:30 PM

PLACE: The Winery at Hunter's Valley

REGISTER AT: WWW.TFEC.ORG/PCCFGRANT

EARLY CHILDHOOD INITIATIVE

TFEC PARTNERS WITH THE BASICS



TFEC is proud to partner with The Basics, a Boston-based campaign aimed at assuring every child gets a great start in life. The Basics are five evidence-based parenting and caregiving principles that encompass what experts find is important for children from birth to age three. Every child from every background can benefit from routinely experiencing The Basics learning experiences, which include the list to the left.

Let's look deeper into the third principle is: Count, Group and Compare

Becoming good at math begins long before a child enters school. Each one of us is born to be a "math person." Even babies can do simple math, such as noticing amounts and patterns. Toddlers love learning math concepts, such as comparing sizes and shapes. These concepts help them make sense of the world. A child can learn math by playing and talking during everyday moments. By building on their natural skills and interests, their confidence and understanding will increase.

How to use Count Group and Compare:

- 1. Make Patterns. Make a movement pattern game. Try taking a step, then a hop, then a step, then another hop. Let the child choose the next movement to add.
- 2. Match and Sort. Match and sort objects by their features like color, shape, size, or what they do. For example, have the child help sort silverware to put away.
- 3. Count Around Town. Count and find numbers in your community! Count sidewalk squares or find number signs.
- 4. Look For Shapes. Go on a scavenger hunt for rectangles around your home. Talk about which objects are not rectangles and why. "That block isn't a rectangle because it only has three sides."

Want to know more about the science behind The Basics Principles? Visit the Early Education Resource Center www.tfec.org/earlyedresources and The Basics at www.thebasics.org

MEET THE
EARLY EDUCATION
TEAM



LESLIE FICK
EARLY EDUCATION



JEANNE PREDMORE EARLY EDUCATION SPECIALIST

GRANT SEEKERS MARK YOUR CALENDARS

THE FOUNDATION FOR ENHANCING COMMUNITIES (TFEC)
ANNOUNCES THAT FIVE TFEC GRANT OPPORTUNITIES
WERE MADE AVAILABLE ON FEBRUARY 1

FIVE GRANT OPPORTUNITIES OPENED FEBRUARY 1 DEADLINE: MAY 1 VISIT: TFEC.ORG/GRANTS

FEBRUARY 11, 2023 Application Available

MAY 1, 2023 Application Deadline

AUGUST 1, 2023 Applicants Notified

SEPTEMBER 1, 2023 - AUGUST 31, 2023 Time period during which proposed projects must occur

Arts For All

Established in 2015, The Arts for All is a competitive grant of the Greater Harrisburg Community Foundation, a regional foundation of The Foundation for Enhancing Communities. This unique funding initiative aims to improve the efficiency and overall impact of arts grant funding for arts programming in our communities. Applications will be accepted from any nonprofit organization in the Capital Region conducting a program designed to integrate cultural appreciation in the everyday lives of underserved audiences. Priority will be given to programs that increase arts engagement and access among diverse audiences, underserved and/or economically disadvantaged communities.

Franklin County Community Foundation

The Franklin County Community Foundation (FCCF), a regional foundation of The Foundation for Enhancing Communities (TFEC), conducts an annual competitive grantmaking program for nonprofit organizations serving Franklin County. FCCF's strategic grantmaking focus is to invest in innovative, collaborative approaches and solutions to community problems, and to support projects that demonstrate achievable outcomes, the potential for replication as a model program, and plans for sustainability beyond the grant term. The overarching goal is to fund programs and services that have the potential for the greatest impact on the quality of life and positive outcomes for individuals and families living in Franklin County.

Gail Deimler Charitable Fund (NEW)

Gail Deimler was a lifelong employee of IBM who loved to travel in her spare time to such places as China, India, Europe and Africa. She also had a passion for reading and over 3,000 of her books were donated in her honor. She was a very generous person who gave a lot to those in need and this fund will continue to do that in her name. The Gail Deimler Charitable Fund seeks to fund programs and services for people in need, healthcare issues and hospice services in the Cumberland, Dauphin, Perry, Franklin, Lebanon and Northern York Counties.

Mechanicsburg Area Community Foundation

The Mechanicsburg Area Community Foundation (MACF), a regional foundation of The Foundation for Enhancing Communities (TFEC), conducts an annual competitive grantmaking program for nonprofit organizations serving the Mechanicsburg zip codes of 17050 and 17055. MACF seeks to fund programs and services that have the potential for the greatest impact on the quality of life and positive outcomes for individuals and families living in the Mechanicsburg area. Through its grantmaking, MACF invests in innovative, collaborative approaches and solutions to community problems and supports projects that demonstrate achievable outcomes, the potential for replication as a model program, and plans for sustainability beyond the grant term.

The Palmer Family Foundation Fund

The Foundation for Enhancing Communities (TFEC), announces an annual competitive grant opportunity available to any visual or performing arts nonprofit organization located in Franklin County for the purpose of supporting the arts in Franklin County. The Palmer Family Foundation Fund, a fund of The Foundation for Enhancing Communities, makes this special opportunity possible.

Applicants may apply to multiple grant opportunities, but may not submit more than one grant to each opportunity. Email your questions to grants@tfec.org - we are here to help!

COMPLETE GRANT GUIDELINES

APPLICANTS MAY LEARN MORE ABOUT THE PARAMETERS OF EACH GRANT OPPORTUNITY AND TFEC GRANTMAKING AT WWW.TFEC.ORG.



THE HOLIDAYS? A BIRTHDAY? A SPECIAL OCCASION?

GIVE THE GIFT OF PHILANTHROPY

Do you ever wonder what to buy the person who already has everything? We have the perfect solution... a charitable gift certificate! When you give a charitable gift certificate you are giving the gift of philanthropy by allowing the recipient to donate the full amount of the certificate to their choice of any nonprofit in the U.S.

For more information or to order charitable gift certificates visit www.tfec.org/charitable-gift-certificates.



TFEC can partner with you and your valued clients to connect them to the causes they care about most and help them achieve their charitable goals.

2022 GRANTEE SUCCESS STORIES

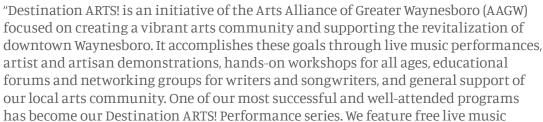
A LOOK BACK ON THE IMPACT OF TFEC'S GRANTS

"We have the capacity to showcase live music—and the people will come! This year has been especially motivating as we look to the future."

"We hope to continue rigorous programming and growing our reach."

Arts Alliance of Greater Waynesboro, Inc. Arts for All 2021 Grantee Recipient of \$5,000 Total number of individuals served: 5,200

Project and Community Need:



every Friday night year-round, while also sponsoring other free performances and workshops. We seek to push the boundaries and invite new music and art experiences that we don't already see in our community. AAGW strives to encourage artists and arts organizations to locate in Waynesboro, and through its programs hopes to enrich the lives of all residents and visitors to our town." - Jessica Senseing

Success:

"Both a challenge and a success was our return to a normal Live Music Friday schedule (every Friday!) AND all of the extra programming for our 10th anniversary season. Looking at the statistics, the increased audiences, events, and musicians in 2022 are thrilling numbers, especially after the difficulties caused by the pandemic. To know we have the needed board and volunteers to put on such an ambitious schedule and to see the impact on local musicians and response of our community showed us that anything is possible. We have the capacity to showcase live music—and the people will come! The dedication of our board and volunteers has been humbling. What we saw as a challenge really shouldn't have been as we have the backing of an arts-forward community where individuals have stepped up to make these fantastic arts events possible." - Jessica Senseing

West Shore Wildlife Center

Greater Harrisburg Community Foundation: UPstream 2021 Grantee Recipient of \$10,000 Total number of individuals served: 3,345

Project and Community Need:

"We provide emergency wildlife rehabilitation services for 1,000-2,000 sick, injured, and orphaned Pennsylvania wildlife every year and maintain a wildlife hotline that people can call anytime they need help regarding wildlife.

The knowledge that we share helps prevent injuries and the spread of diseases to people and their pets, and gives people a legal option to help wildlife in need. Our goal is always to release our patients back into the wild. All of our techniques are backed by years of personal and professional experience with a wide variety of species. Currently, the wildlife center only has the capacity to provide care to a small subset of all the wild species found in PA and often must turn away people and animals in need of leaving them with few options to get help. We need to increase our capacity and quality of care through increased space/caging and staffing. Wildlife rehabilitation and humane education is a rapidly growing field that more individuals want access to, but we cannot yet keep up with the demand." - Emily Garrigan

"With the help of these grant funds allowing us to bring on additional staff members and purchase additional supplies for animal care, we increased our number of wild animal patients cared for in 2022 by 36% compared to 2021, serving 2,004 wild animals."

Success:

"We also had the manpower to track and capture our wildlife hotline impact for the first time. We responded to over 4,800 calls from members of the public, government agencies, and businesses regarding concerns about native wildlife. Grant funds were also used to help support veterinary visits and improve the quality of the care we can provide to our patients." - Emily Garrigan



FISCAL SPONSORSHIP CORNER

MAKING AN IMPACT ~ TOGETHER

TFEC provides numerous program and services to the community. One of these services is our Fiscal Sponsor Program. Fiscal sponsorship gives TFEC the ability to extend its nonprofit status to Projects so they operate under TFEC's 501(c)(3), raise tax-deductible contributions and use those funds to achieve their mission. Currently, TFEC proudly supports 68 Projects that are making a measurable difference in people's lives. In 2022, these Projects raised \$1,599,314.41 for community programming that focuses on four different areas of focus listed below.

To learn more and/or support TFEC's Community Projects visit <u>our website</u> or contact Debbie Garrison, Philanthropic Officer, at <u>dgarrison@tfec.org</u>.

AREAS OF FOCUS

- Community Development
- Health & Human Enrichment
- Arts & Culture
- Education

IN 2022 68 PROJECTS RAISED \$1,599,314 FOR THE COMMUNITY

"The students who receive these snack bags are identified by the school district, and are the ones who would be most affected by the loss of state funded breakfast and lunch programs during the school year.

Some of the items included are: cartons of milk, juice boxes, fruit cups, applesauce, granola bars, crackers and other healthy snack items.

This event has been well received by both Lower Dauphin and Derry Township School District. We assemble approximately 400 bags to hand out." - Kim Balog

Project Spotlight

The GIving Tree of Hummelstown
TFEC Project for 17 Years

Assembles donated and purchased healthy snack items to distribute to participants in both Lower Dauphin's Falcon Pack Program and Derry Township's Cocoa Packs

Project Spotlight

Springhill Center for Recreation and Eduction TFEC Project for 8 Years

Springhill Center is a start up project offering family entertainment and recreation in the great outdoors.. "We are currently working on hiking and biking trails, campsites, and a drive-in movie theater. While the big work is being done, we are happy to be working with the Wyalusing American Legion and showing Drive-In Movies every 3rd Saturday of the month starting in June.

The overall feedback among the community has been extremely positive with a craving for more family fun.

Knowledge, love, and respect for the environment begins with getting outside and having fun." - Kathryn Ciulla

Emerging Philanthropists Program (EPP)

A SPECIAL INITIATIVE OF TFEC

EPP seeks to engage Central PA's emerging business and community leaders with the great possibilities that lie within philanthropic endeavors in our region. EPP provides resources and educational opportunities for those who wish to be actively engaged in philanthropic endeavors.



We are proud to welcome 12 young professionals to the 2023 cohort which started on February 21st.

EPP provides an opportunity for emerging leaders in the Central PA community to become actively engaged with the power of philanthropy. What does it mean to be philanthropic? How do I understand the needs of our community? What can I do to make an impact? EPP provides resources and educational opportunities for Central PA's developing leaders who wish to be actively engaged in giving back to their community. Members of the class are:
Will Foster, Mary Garton, Erin Gilbert, Jessica Graybill, Sofiyah Ibidunni, Precious Martin, Nicole McCartin, Jennifer Morrison, Tyler Quinn, Jeffrey Roecker, Sarah Swigart, and Courtney West.

HARRISBURG HOOPLA

Harrisburg Hoopla is the annual fundraiser for the Emerging Philanthropist Program and the Harrisburg Hoopla planning committee is off to an amazing start this year!

Mark your calendars for June 3, 2023, for an opportunity to participate in or support the most epic adult field day event in Central PA!

Are you looking for a way to give back to the community, want to be involved in something spectacular, have innovative ideas, or planning skills. We need you! Please contact us at hbghoopla@gmail.com to learn more!

SAVE THE DATE

HARRISBURG HOOPLA

DATE: JUNE 3, 2023

PLACE: City Island, Harrisburg

Visit the <u>tfec.org/HBGHoopla</u> for more details

SCHOLARSHIPS

NEW YEAR, NEW LOOK

The scholarship section of the TFEC website has a new look! After receiving feedback from our area students and school counselors, we have added resources to the web tailored by audience. This addition makes it easier for students, parents, and school counselors to find information specifically for them.

Students can find step-by-step instructions for completing an application, tips for asking a mentor to write a letter of reference, and links for additional financial aid options. Counselors can download printable promotional materials and access the recording from the most recent virtual informational sessions.

The Scholarship Team will be adding to these resources as we continue to listen and learn what content will be most helpful.

FINDING THE RIGHT SCHOLARSHIP OPPORTUNITY HAS NEVER BEEN EASIER

In time for the new season, the options for searching all the 160+ TFEC scholarships have expanded. Students can start on our main scholarship page and navigate their way to opportunities that are right for them using any of the added search categories.

STUDENTS ENROLLING IN A TRADE OR TECHNICAL SCHOOL

Students pursuing a trade or technical training after high school often count themselves out when looking for scholarship funding, because they assume scholarships are only for students going to a four-year college. These students can now see a comprehensive listing of all TFEC scholarships that include students who are enrolling in a trade or technical school as eligible applicants.

SCHOLARSHIPS FOR YOUR SCHOOL DISTRICT

Our Search by County Feature has been expanded to include the option to narrow the search results down even further from County to School District. This search result creates a unique page with the most up-to-date information that is easily sharable by school counselors and linked to on social media. By narrowing search results even further, students should more easily see opportunities that are relevant to them.

NEW SOFTWARE MAKES IT EASIER TO APPLY!

TFEC transitioned to a new software platform called Foundant in December. This community foundation specific software is providing amazing opportunities for students applying to the over 160 scholarships that TFEC administers. Students can now apply through what is called the "universal application" to over 100 scholarship opportunities — in ONE application! Foundant sorts student responses through eligibility questions and indicates exactly which opportunities they are eligible for. In addition to the "universal application" there are over 25 other individual scholarship opportunities for students to apply for as well. Tutorial resources and technical assistance are available for both students and counselors.

APPLICATION ASSISTANCE DAYS!

Our scholarship team has been making their rounds to local high schools these last several weeks to offer "Application Assistance" Days! Coordinating these visits with school counselors and teachers, students are afforded the opportunity to sign up to receive 1:1 support navigating/applying for scholarships through the new software. Hundreds of students have participated and TFEC has seen a vast increase in the number of applications received this year to date.

MEET THE SCHOLARSHIP TEAM





MICHELLE RICHWINE
PROGRAM OFFICER
FOR EDUCATIONAL
OPPORTUNITIES

SCHOLARSHIPS - 2022 NUMBERS

TFEC PARTNERS WITH PHEAA

TFEC is one of 46 partners with the American Education Services (AES)/PHEAA's Partnerships for Access to Higher Education (PATH) Program. As a participating organization, TFEC scholarship recipients are eligible to have their awards matched on a dollar-for-dollar basis up to \$3,500 by the AES/PHEAA'S PATH Program.

We are proud that TFEC has been allocated \$130K+ in matching funds by the PATH Program this year. Each match provides last dollar support for tuition and fees, further helping to lower the costs of higher education for students and families in need. For additional information about this (AES)/PHEAA's PATH Program and detailed eligibility criteria, please visit www.pheaa.org.

PHEAA
PATH
PROGRAM

TFEC WAS ALLOCATED \$130K+
IN MATCHING FUNDS FOR ALL
SCHOLARSHIPS PAID IN THE
2021-2022 SCHOOL YEAR

\$1.3+ MILLION IN SCHOLARSHIPS AWARDED TO 407 STUDENTS IN 2022



Scholarships Available For

- High school seniors with plans to attend a four-year college or university, community college, or two-year trade or technical school
- Current college and graduate students
- Junior and senior students attending Harrisburg City schools enrolled at HACC to take college level courses while still in high school.

Give with Cryptocurrency

Now it's even easier to donate to The Foundation for Enhancing Communities (TFEC). Donating cryptocurrency is a non-taxable event, meaning you do not owe capital gains tax on the appreciated amount and can deduct it from your taxes.

TFEC accepts more than 40 crypto coins.

Give Crypto Today

www.tfec.org/givecrypto

GIFT OF REAL ESTATE CONT.



TFEC Properties, Inc. allows The Foundation for Enhancing Communi-TFEC properties, Inc. can handle charitable gifts of real estate and can even consider accepting part sale/part gift transactions, such as real estate with a small mortgage still to be paid. TFEC Properties, Inc. can also receive real estate in various arrangements like gift unitrusts, which address the ongoing interests and income needs of

the donor during their lifetime and provides the ability to make a charitable gift now and in the future.

Additionally, TFEC Properties, Inc. can arrange for real estate and provide management of real estate for the benefit of other nonprofit organizations. Not only would this group be able to handle real estate transactions relating to the TFEC funds, but it could also be the holding entity for donations to benefit other qualified nonprofit organizations.

How it Works

We will work with you to identify which giving option best suits your charitable goals. You can make an immediate donation of real estate, or make a planned gift and leave a meaningful legacy. Your gift will be reviewed thoroughly to ensure it complies with IRS requirements.

Once approved, TFEC Properties, Inc. will accept a deed to the property and undertake the process of the sale. When the property is sold, the net proceeds will be placed in your charitable fund and invested.

Multiple Tax Benefits

A gift of real estate entitles you to receive multiple tax benefits to the extent allowed by federal and state law, including:

- A charitable income tax deduction for the fair market value of the donated property;
- The reduction or elimination of capital gains; and
- The reduction or elimination of estate taxes.

Please consult with your legal and tax advisors to evaluate your individual tax circumstances.

Visit the TFEC Properties web page to learn more.

ADVISORY COMMITTEE

ROBERT C. GRUBIC, CHAIR DANIEL ALDERMAN, ESQ. PAUL BRUDER, ESQ. **JOY DANIELS** J. STEPHEN FEINOUR, ESQ. STEVE HAWBECKER MARK D. HIPP, ESQ. **GARY L. NALBANDIAN LANE SCHULTZ**

NEAL S. WEST, ESQ.

TFEC IS HONORED TO ANNOUNCE THE **FOLLOWING TEAM ANNIVERSARIES**



ERIN GILBERT DONOR SERVICES ASSOCIATE

ONE YEAR

LESILE FICK EARLY EDUCATION SPECIALIST

SEVEN YEARS



STAY CONNECTED WITH US ON SOCIAL MEDIA









