

This is what  
**community**  
feels like



Neutral Zone  
Annual Report  
2020-21

Dear Friends,

Another challenging year has turned our commitment to fulfill our mission into a constant dance - a step forward, a sideways slide and then a half step back. Our community has patiently prioritized safety in order to outwit the wicked smart covid. And, we have! During the past year, we successfully restored community to our youth so that they can feel, know and experience being a part of one.

This summer we took our programming to parks and parking lots, hired artists, and bought a lot of pizza and popsicles. Our reward? We got to hear comments from teens like, “So *this* is what community feels like.”

During the school year, we transformed our parking lot into an after-school space to meet up with friends, enjoy free snacks and participate in 14 free, skill-based artistic and leadership programs such as songwriting, audio engineering or activism.

We have supported youth to participate in affinity groups to create an inclusive and supportive spaces for LGBTQIA+, Black and young women.

We have continued our Future Corps program to explore future academic and career goals in high school and a program to support their transition to adulthood through school, employment, mentorship and coaching.

And finally we continue to share our youth-driven and restorative practice with organizations and schools across the state and beyond.

**Our work is purposeful because we are committed to being here for many more tomorrows.**

This year, NZ is engaging in a year-long strategic planning process. Our committed Board of Directors, staff, and youth have worked together to identify core values, create a vision statement and identify critical goals and objectives for the next five years. This process is amplified by the many unrestricted gifts in our community, especially an outstanding \$2 million gift from Mackenzie Scott. We look forward to sharing our strategic vision and plan with all of you in the coming year.

Even more forward thinking, in **October 2023, Neutral Zone will celebrate its 25th anniversary.** There have been so many amazing leaders, community members, and teens who have contributed to who we are today. We hope you will join us in 2022 for a series of opportunities to share, listen and help us piece together the many poignant moments that have created our unique story; stay tuned for more to come.

I am incredibly grateful to all of you, our community, for creating a space that youth rely on to show up, belong and engage in opportunities that matter to them. **At a time when the day-to-day is so uncertain, we get to purposefully heal, engage, and guide youth to see the possibilities ahead.**

Thank you for believing in us,



Lori Roddy  
*Executive Director*



# Snapshots

# of youth involved in **summer '21 programs** 82 *including 10 youth intern leaders*

# of youth who participated in **virtual programs, '20-21 year** 154

# of youth involved so far in **current programs, '20-21 year** 176

# of youth involved in **Future Corps** (support for academic, career and workforce development) 26

# of **visiting/guest artists** engaged with youth 23 *artists, writers, and musicians*

# of families and youth with **ongoing food support and crisis intervention** 32

**YDS**, Neutral Zone's Youth Driven Spaces training and consulting initiative engaged... 165 *adult educators and youth workers, and*  
70 *youth in youth-driven leadership and restorative practice training in Michigan*



Thank you to all our community partners!

## Community Partnerships

Spinning Dot Theatre  
Ozone House  
Corner Health  
Educate Youth  
Elevation Youth Corps  
Washtenaw County Juvenile Trial Court  
Washtenaw County Youth Commission  
Washtenaw Alliance for Children and Youth  
WonderFool Productions  
Food Gatherers  
Michigan Organization on Adolescent Sexual Health  
Michigan Works!  
Washtenaw Community College  
City of Ann Arbor  
AATA, Ann Arbor Transit Authority, The Ride  
Ann Arbor Summer Festival  
Music Youth Development Alliance



## Special programs and projects 2021-'22 school year

**Artists-in-Residence;** community artists join us for a 2-4 month residency to engage youth, connect with schools and community partners, and develop artistic skills via a collaborative project with a capstone event.

**Diversity, Equity, Inclusion & Activism Council** works together to uplift and center voices often marginalized by society through discussion, workshops, and activities.

**Future Corps, Young Adult Transition Program** gives young adults aged 18-24 transformational opportunities through employment, technical training/associates degree, mentoring and ongoing coaching to transition to adulthood.



**Summer Programs;** 2 days/week of free workshops at Neutral Zone, plus weekly workshops in Ypsilanti at Recreation Park.

**Washtenaw County Youth Commission;** connects youth across nine county districts to learn about county government, explore issues of equity across the county, and lead community-based projects.

**YDS (Youth-Driven Spaces);** a national program of workshops and training for youth and youth-serving organizations to develop strong youth-adult partnerships, develop youth councils and engage in restorative practice.

## Regular after-school programs Fall 2021

We host a daily drop-in program, and the following programs weekly:

Activism through Art

Audio Techniques

DJ & Turntableism

Future Corps High School  
*supports college and career readiness*

Loop Nation  
*electronic music*

Music Industry

Music Production

Riot Youth  
*for LGBTQIA+ teens*

Songwriting

Spinning Dot  
Theatre Project

Writing & Illustration

Young Men of Color

Young Women of Color





# Program approach update

Reflect, learn and improve. That's the model we aim to follow.

Through a series of conversations NZ has reflected on our programming and challenges. We reached out nationwide to other youth centers similar to the NZ to seek their advice for changes.

Once we had evaluated all the inputs we gathered, **we revised our program approach to center on values of belonging, mattering and educational opportunities.** That's the improvement.

Some **key highlights** of our program redesign:

- Provide a separate space for affinity groups to support LGBTQ, Black Young Men and Black Young Women
- Build inclusive programming across staffing structure, use of physical space, and timing of programming. Our 14 afterschool programs are all interdisciplinary with a focus on arts, activism, and skill building
- Support community artists engaging with youth through a robust artist-in-residence series throughout the program year
- Extend our work to support transformational opportunities to transition youth to adulthood, including ongoing education, employment, mentorship and coaching for youth aged 18-24

## Neutral Zone's Youth Driven Program Model

Core approaches: youth + adult partnerships, equity, and restorative

### Outcomes

Increased social emotional learning skills  
Increased skills in collaboration, critical thinking, and creativity

**Outreach**  
200 youth  
Drop in Space  
School + Community Partnerships  
Risk Assessment + Crisis Referral Supports

### Education

High School Future Corps  
ages 14-18  
Mentorship  
Tutoring  
College & Career Workshops

**Mattering  
Connecting  
Belonging**  
150 youth  
**NZ**

### Arts + Leadership

Visual, Performing, Music + Literary Arts  
Technology, Activism

### Affinity

Young Men and Women of Color Groups  
Court Involved Youth  
LGTBQ+ Support

### Outcomes

Completed a certification/associate degree program  
Employed at a living wage in Washtenaw County

### Launch

Future Corps  
40 youth, ages 18-24  
Employment  
Education  
Mentorship

### Outcomes

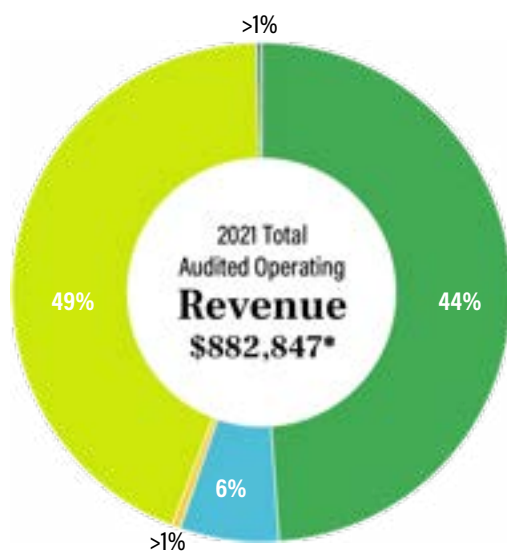
Increased self-efficacy and agency  
Engaged in a pathway for college, technical or skilled trade employment

### Outcomes

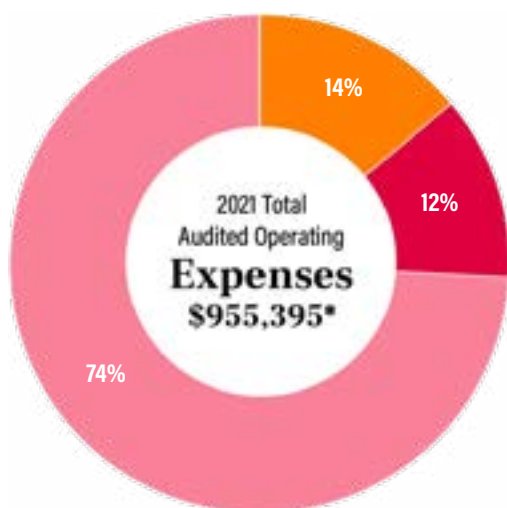
Increased feelings of safety and self-worth  
Increased connection to peers



# Neutral Zone Financial Health, 6/30/2021



\* total revenue does not include a \$2,000,000 gift from Mackenzie Scott, or a \$162,718 Payroll Protection Program loan (forgiven)



\* total expenses include \$100,318 of building depreciation, a non-cash expense

**Earned Revenue: \$2,185**

**Contributions & Grants: \$385,498**

*(does not include a \$2,000,000 gift from Mackenzie Scott or \$162,718 Payroll Protection Program loan)*

**Coaching & Consulting: \$56,249**

**Fundraising Events: \$6,659**

**Released Restricted Revenue:**

**\$432,266** *This is money given to us, usually a grant, that is earmarked for a future purpose. We report it as income when we "release" it in order to cover expenses funded by the grant.*

## Special Income

Neutral Zone received a one-time gift of \$2 million from Mackenzie Scott. This gift will allow us to undertake long-deferred infrastructure projects, in the interest of long-term sustainability.

The funds will be allocated based on the initiatives identified in the multi-year strategic plan. While these funds will not be used for general operating expenses, some funds will be used for program specific expenses.

**Administration/General: \$133,613**

**Development: \$113,390**

**Programs: \$708,392**

## Assets

Neutral Zone has \$5,708,778 total in real assets.

Our Operating Reserve has a balance of \$297,932, and the value of our endowment is \$267,755.

The book value of our building is \$2,547,505.



# Dear Donors,

Neutral Zone teens count on you and your support. Your generous donations help NZ run special programs, pay for new initiatives, and keep the lights and heat on in our building.

Because of you, NZ never has to turn a teen away because of financial issues. Your donations help build the kind of citizens you'll be proud of when they're running the world of the future. Thank you very much!

These lists represent donations made January 1 - December 31, 2021. We have recently changed our donor database. If there is an error in your name, we are very sorry. Please help us out by contacting [Amy@neutral-zone.org](mailto:Amy@neutral-zone.org).

## Organizational Donors

Amazon	Domino's Pizza	Kilwanis Club of Ann Arbor	Joshua Pokempner and
American Endowment Foundation	DTE Energy Foundation	Foundation, Inc	Gretchen Gardner Fund
The Anderson Family Fund	Eastern Michigan University	Kroger Company Foundation,	Ralph C. Wilson, Jr. Foundation
Ann Arbor Area Community Foundation	The Esperance Family Foundation Inc.	Michigan Market	Red Rock BBQ
James And Deborah Beuche	Eventbrite	Lake Central School Corporation	Reed Law Group, P.C
Family Fund	Ewing Pros	Lakeshore Connections Inc.	Rena Seltzer & Pam Shore Fund
Joan Binkow & Daniel Chester Fund	Facebook	The Law office of Jennifer Lawrence	RNR Foundation
Janeth Fund	J. Ferrantino Charitable Foundation	Lewis Jewelers	Ronald McDonald House Charities
The Nisson Family Fund	Fidelity Brokerage Services LLC	The Lewis Prize Foundation, Inc.	of Ann Arbor
Tirico Family Fund	Fidelity Charitable	Mainstreet Ventures	RYSE, Inc
Ann Arbor Jaycees	First Trust Portfolios	Restaurant Group, LLC	Schriber Family Fund
Arbor Networks, Inc.	The Ford Family Fund	Margolis Law	Schuler Books INC
AT&T	Garris, Garris, Garris and Garris	Martin Family Foundation	Shinola Hotel
Bay Village Firefighters Local 1144	GM Financial	Michigan Council for Arts and	Side Biscuit
Big George's Home Appliance Mart	Golf Components Plus	Cultural Affairs	Sky Specs
The Blackburn Giving Fund	Google Matching Gift Program	Michigan Tax & Business Services Inc	The Sterken Family Foundation
Bright Funds Foundation/Cisco	Great Nonprofits	Microsoft Corporation	Sue Lloyd
Buhr Foundation	Hack Family Foundation	Millers Lawn and Landscaping	TIAA Insurance Company
Catapult Reservatory	Heffelfinger Productions	Moosejaw	Treetown Law, PLLC
Christine Barnum	Hook Studios LLC	Carl & Irene R Morath Foundation, Inc.	Tulsa Community Foundation
Charities Aid Foundation of America	Hopkins Marketing	Moscow Philanthropic Fund of the	United Way of Washtenaw County
C/O Cyber Grants	The Hyde Family Foundation	United Jewish Foundation of	University Bank
The Charpie Family Fund	Hylant	Metropolitan Detroit	University of Michigan
City of Ypsilanti	Jewish Community Foundation of	Muth Law, P.C	VMware Foundation
Comcast	Greater Ann Arbor	Noggle Farms Premium Beef	Washtenaw County
Comerica Bank Wealth Management	Junior League of Ann Arbor, Inc.	One Hope	Waters Philanthropy
Community Foundation for	The Peter and Gina Katz Family Fund	PayPal Giving Fund	The Wireless Zone Foundation
Southeast Michigan	of Vanguard Charitable	PNC Foundation	for Giving
Cranmer Communication, Inc	W.K. Kellogg Foundation		Yoga Focus





## Individual Donors

James & Jamie Abelson  
Matthew Aberbach & Alicia Schaefer  
Matthew Hampel & Rebecca Ackerman  
Weston A Adamson  
Shadi Ahmadmehrabi  
Peter & Sally Allen  
Christiana Allen-Pipkin  
Mike Amine  
Harvey & Mary Amoe  
Carol Amster  
Milo Inglehart  
Kenneth & Andrea Anbender  
Gerard & Lizann Anderson  
Mirabal Andrea  
Charles Angione  
Katherine Ankenbauer  
Caroline Arbeznik  
Sarah Argersinger  
Fred Ashline  
Dan & Monica Atkins  
Merirose Babcock  
Jerald & Virginia Bachman  
Christine Bahmer  
Brady Baildon  
Greg Balaze  
Audra Balesis  
Deborah Ball  
David R Bates  
Brad & Linda Baty  
Kathleen Baum  
Brian & Narda Beauchamp  
David Becker  
Gordon & Anna Beeman  
Scott & Lisa Belanger  
Rita Benn

Carole Bennett & Tony Wahlman  
Jonquil Bertschi  
Jim & Debbie Beuche  
Jeffrey Bieszki & Trudy Hughes  
Kietha Biggers  
Gertrude Bihlmeyer  
Bonnie Billups, Jr.  
Joan Binkow  
Kristina Birk  
Neal Blatt  
Thomas Blessing & Susan Morrison  
Judith Block  
David & Martha Bloom  
Robert & Carolyn Boivin  
Anndrea Boris  
Christine Boston  
Amanda & Joshua Botsko-Wilson  
Tom & Debbie Bourque  
Robert & Janet Bower  
Kathy Boylan  
Mary Ann & Christopher Brandly  
Anne Bresler  
Jodi Brown  
Catherine A Brown  
Joan & Andrew Brush  
James & Cheryl Buhr  
Renee Burck  
Emma Burcusel  
Caryl & Michael Burke  
David & Susan Burke  
Ashley Burnside  
Dan Burrows  
Norma Calder  
Ella Campbell  
Brian & Mary Campbell  
Jean Carlberg  
James Carter

Jordan Cepela  
Carol Chan-Groening  
Kathy & John Charpie  
Linda M Chatters  
Barry & Marjorie Checkoway  
Joan & Mark Chesler  
Marlene Chockley  
Bridget Christian  
Mary B Cohen  
Robert Cohen & Ruth Moscow-Cohen  
Jason Cooper  
Joanna Costello-Saile  
Ronald & Theresa Crayton  
Christopher & Marie Cregar  
Anne Curzan  
Virginia & Joseph Daly  
Sandra & Sheldon Danziger  
Nancy & Steven Davis  
Hannah Davis  
Alison Davis  
Marcia & Jeff De Boer  
Doug Deford  
Lisa & Alan Dengiz  
Chris & Robyn DeRuyver  
Danielle Dicks  
Tony & Abby DiDonato  
Scott Dierks & Emily Gutmann  
Lisa DiPonio  
Lisa J Disch  
Linda Jo Doctor & Elliot Ginsburg  
Tom Downs  
Don Dunbar  
Colleen Durocher  
Don Eaton & Clare Canham-Eaton  
Ashley Edwards  
Susan & Grier Edwards  
John & Gail Einhaus

Aaron Elkiss  
Cheryl & Kevin Ellerbrock  
Bruce & Cheryl Elliott  
Scott Ellis  
Mary & Robert Elton  
John Esse  
Paige Etter  
Deborah Evans & Bryan Beecher  
Tom Fahlstrom  
Mark & Karen Falahee  
Justin Fan  
David & Jo-Anna Featherman  
Anna M Fecteau  
Vincent Fecteau & Scott Catalba  
J Fedel  
Isabelle Figueiredo  
David & Lisa Filipe  
Sydney Finkenbine  
Betty Fisher  
Patrick & Julia Ford  
Peter & Linda Forster  
Deborah Foster  
Nicole Frei & David Bradley  
Charles Jason Frenzel  
Jim Freudenberg &  
Anna Stefanopoulou  
Michael Friedman  
Rick & Sharon Frymyer  
Diana Fulchiron  
Francelle Fulton  
Megan Furman  
Kelly Gaideski  
Antonio Garcia  
Chris Genteel  
Angela Geppner  
Paul Geragosian  
Shoham Geva





Laureen Gibson & Ricardo Benitez  
Tom Giltrow  
Alana Glass  
Robin Gleason  
Leon Golson  
Luisa F Gonzalez-Esquivel  
Nicholas & Eman Gordon  
Franklin & Karen Gordon  
Jennifer Goulet  
Charles Greeley  
Robert H Green  
Linda & Richard Greene  
Anne & Brian Grey  
Martha & William Grimes  
Charles & Kris Groh  
Talbot & Jan Hack  
Mark Hahn  
Joe Hahn  
Nicole Hall  
Judith Halloran  
Larry Halman & Cathy Glick  
Jinan Hamood & Oscar Rodriguez  
Meghan Hanley  
Ellen Harris  
Douglas & Maureen Hatfield  
Laura & Brian Hayden  
Sharon & Rodney Hayward  
Elizabeth Healy  
Deborah & Ray Heaney  
Jennifer Heise  
Peter Held  
Katy Held  
Alice Held  
Natalie E Henke

Vicky Henry  
Debbie & Norman Herbert  
Andi Heseltine  
Laura Hilburn  
Deborah Hill  
Kent & Debbie Hirschfelder  
Eileen Hohner  
Amy Holland  
Kris Holley  
Monique Holliday  
Caryn Holt  
Richard & Kristin Hopkins  
Mike & Lesa Huget  
Tom & Ann Hunt  
Lauren Hutchins  
Judith Inge  
Milo Inglehart  
Kenneth Irwin  
John Ivancich  
Dustin Janigian  
Linda Jarjoura  
Steve & Peggy Jensen  
Seth Johnson  
Matthew & Patricia Jones  
Nefertari Jones  
Pamela Jones-Sexton  
Paul Jordan  
Zilka Joseph  
Tina Jurries  
Deborah Kanter  
Robin Kaplan & Roger Kerson  
Keith Karain  
Peter & Gina Katz  
Daniel & Bridgette Kaul



Colette Kelly  
Laurel & Douglas Kennedy  
Matthew Kern  
Nayan Khanna  
Bithika & Vik Kheterpal  
Paul Killey  
Jeffrey Kind  
Donald Kinder & Janet Weiss  
Kathleen King  
Mabelle & Jim Kirk  
Ben & Rachel Klayman  
Ron & Rosalie Koenig  
Richard & Roberta Kohl  
Madhavi Kongara  
Gay & Kerry Konschuh  
Antonia & Lawrence Kramer  
Greta Krapohl  
Steve & Kim Kronick  
Heather Kufahl  
Monique & Jonathan Kulick  
Ron Kusz  
Lawrence La Fountain  
Maureen & Todd LaHote  
Paul Lalinsky  
Alan Lampear &  
Anita Liberman-Lampear  
Shelley Larned  
Stephen Lavender  
George Lavoie  
Ted & Wendy Lawrence  
Mike & Janet Lawton  
Jerold & Judith Lax  
Julaine LeDuc  
Serena Lee  
Jeffrey Leflein  
Laura Lein & Benjamin Kuipers  
Jean Leitner  
Sandy Lemkin  
Nancy & John Lemmer  
Michael & Diane Leoni  
Daniel Levin & Aviva Dorfman  
Philip Lineer  
Cesare Lorenzetti  
Ryan Lubben  
Greg & Linda Lucot  
Karen Luther  
Joe Machak  
Lynn & Herbert Malinoff  
Mackensie Malkemes  
Scott & Kris Maly  
Lynn Sipher & Scott Mann  
Harry W Marsden

Gregory Marsh  
David Martel & Patrick Francis  
Sandrine Martin  
James Mattimore & Kathleen Longo  
Kyle & Megan Mazurek  
Marty & Kenneth McClatchey  
Bridget McCormack  
Megan McKelvey  
David & Kate McKinnon  
Bill & AnnDee McManus  
Shane McParland  
Barbara & Fred Mechell  
Sarah Melmoth  
David & Molly Mengebier  
Ann Meredith  
Elizabeth Meurer  
Robin Miesel  
Anna & Andy Mignery  
Desmond Miller  
Lauren Miller  
Catherine Miller & James Pietrasiuk  
Susan Milligan  
Amy Milligan & Kate Beauchamp  
Neelam-Popat Mistry  
Mehul Mistry & Vashali Bhargava  
Gail & Larry Mitchell  
Jim & Jo Mitchell  
Chris & Mary Moffett  
James & Deborah Moffett  
Dr. Colin Moffett  
Patrick H Monahan  
Linda & Charles Monroe  
Erin Moody  
Kerene Moore  
Eleanor Moreno  
Patrick Moylan  
Lynn Murray-Coleman  
Orest Mykolenko  
Janet Nacu  
Elizabeth & Peter Nelson  
Glenn Nelson & Margaret Dewar  
Susan & Jeff Neupauer  
Richard Nicholson  
Paula Nickell  
Barbara Niess-May  
Tim Niles  
Larry & Lucie Nisson  
Molly Nutt  
Kristen Nye & Kristen Leahey  
Linda Nyquist  
Mattie & Robert O'Brien  
Laura O'Melia



Joe & Karen O'Neal  
 Teresa & David Oakes  
 Ashley & Jon Oberheide  
 Charles & Constance Olson  
 Velma Overman  
 Peri Palmquist  
 Tina Paraventi  
 Dan & Katrina Pasick  
 Michaelene Pawlak  
 Eileen Peck  
 Jim Peggs & Margaret Talburt  
 Phoebe Petersen  
 Rich & Kerry Peterson  
 Sally & Tim Peterson  
 DeAnn Phillips  
 Bob & Mary Ann Pierce  
 Colleen P Pierce  
 Deb & Thomas Pilutti  
 Courtney Piotrowski & Chip Smith  
 Josh Pokempner & Gretchen Gardiner  
 Elaine Pomeranz & Joel Bregman  
 Rachely Portnoy & Adam Eichner  
 Jeffrey & Joanna Post  
 Jinny & Jonathan Potter  
 Karen Prochnow  
 Lisa & Mike Psarouthakis  
 Grant Pulver  
 Sally Pyne Kennedy  
 Alisha Qiu  
 Ingrid Racine & Alvin Hill  
 Travis Radina

Luke Rafter  
 Praveena & Madhan Ramaswami  
 Meghna Rao  
 Mike & Janet Reid  
 David Rein  
 Thomas & Cathy Reischl  
 Kathryn Renschler  
 Pary Reza  
 Amanda Rice & Lara Pender  
 Keonia Ridley  
 Leah Roddy  
 Lori Roddy & Dan Birchok  
 Garrett Roe  
 Sam & Susan Romano  
 David Rooney & Amy Saunders  
 Phil & Katherine Roos  
 Lilliam Rosado  
 Mary Rosen  
 Suma Karaman Rosen  
 Viva & Dave Rosenfeld  
 Nicholas Roumel & Gail Altenburg  
 Justin Rush  
 Heidi Ruud  
 Stephen & Katherine Salant  
 Cynthia Samoray  
 Veronica Sanitate & Bill Middleton  
 Richard & Norma Sarns  
 Marvin & Claudia Sauer  
 Jaclyn Schaecher  
 Randi Schaefer  
 George Schaefer

Zona Scheiner & Bennett Wolper  
 Nancy & Jerry Schleicher  
 Sophia Schoeni  
 Kathleen & Gerald Schorin  
 Thomas & Ann Schriber  
 Tim Schuster &  
 Katie Richards-Schuster  
 Jase Schwartz  
 David Scobey & Denise Thal  
 Jake Scobey-Thal  
 Katie Scott  
 Mackenzie Scott & Dan Jewett  
 Ellie Serras  
 Rena Setzer & Pam Shore  
 Anton Shammass  
 Richard & Ruby Shapiro  
 Jessica Shapiro  
 Caitlin Shea  
 Diane Sheffrey  
 Ingrid & Cliff Sheldon  
 Denise & Dennis Shelle  
 Richard & Carol Sheridan  
 Nancy Shiffler  
 Steven Shrout  
 Rivka Siden  
 Edward & Kathy Silver  
 Aviva & Jimmy Simonte  
 Jim Simpson  
 Kim Smith  
 Richard & Sue Snyder  
 Richard Soble & Barbara Kessler

Gary & Laurel Solon  
 Barbara Souchick  
 Wilma Spaulding  
 Khristian Speelman  
 James & Dorothy Spencer  
 Michelle & Scott Sperlich  
 Gretchen Spreitzer  
 Ted St. Antoine  
 Carol & Thomas St. Henry  
 Suzie & Mandy Staley  
 Dennis Staley  
 William & Robbie Stapleton  
 Michael & Nancylee Stier  
 Amy Stoy  
 Stephen & Debra Strasburg  
 Doug Strong & Peggy Cavanagh  
 Amy Sundback  
 Randall Sung  
 Noni & Rob L Sutherland  
 Colleen Tassie  
 Peter & Sarah Tchoryk  
 James & Teri A Teeri  
 Mary Thiefsels & Danijel Matanic  
 Jean P Tierney  
 Mo Tims  
 Debbie & Michael Tirico  
 Richard Tolman & Naomi Woloshin  
 Pushpinder Toor  
 Janice Trouba  
 Amaechi Udoji  
 David & Karen Ufer





Reed & Mary VanderSlik  
Deborah & Joe Veltri  
Sarah VerPloeg  
Sheila Vida  
Katie Vloet  
Jennifer Vroom  
Timothy & Laurie Wadhams  
Erin Wakeland  
Gretchen Wallner  
Dave & Sheila Waterhouse  
Charlie Waterhouse  
Karen Watts  
Pamela Waxman  
Scott Weber  
Alan & Kimberly Weder  
Edward Weidenbach  
Howard & Judy Weinblatt  
Ronald Weiser &  
Eileen Lappin Weiser  
John & Sarah Weiss  
Laura Wernick & Lori Brooks  
Ronald & Janice Weston  
Terence & Anna White  
Chris & Katy White  
Robert & Sandra White  
Roger Wild  
Kari Wilder-Romans  
Jeff & Beth Wilensky  
Jon Wilson  
James Winquist  
Paula Wishart  
Jeff Wiss  
Daniela Wittmann  
Charlotte A Wolfe

Colleen Woolley  
Mary Jane & Francis Worden  
Eric Wortman  
Lisa Wozniak & Orlando Simon  
Catherine McLaughlin &  
Leon Wyszewianski  
Ned Young  
Bernie Youngblood  
Mike & Karen Zaher  
Zach Zeid  
Eugene Zenzen  
Tammy Zonker  
Michael Zonnevylle  
David Zwerdling &  
Martha Teitelbaum







**NZ** *The Neutral Zone*  
Where teens lead, create and innovate

310 E Washington St | Ann Arbor, MI 48104  
[www.neutral-zone.org](http://www.neutral-zone.org) | 734 214 9995