FINAL REPORT FOREST SERVICE GRANT NO. 94-G-059

NOTE: Please review the following information and revise/complete as necessary.

Issued to: Natural Tree Source, Inc.

Address: P.O. Box 780192, Wichita, KS 67278

Project Name: Project Kansas URBAN Green

Contact Person/Principal Investigator:

Name: Mr. Duane L. Dyer Mailing Address: Same as above Phone Number: (316) 788-7581 Fax Number: (316) 788-4295

E-Mail Address: <u>treesource@twsu.campus.mci.net</u>

Web Site Address (if applicable):

Date of Award: January 12, 1994

Grant Modifications: No-cost time extension from December 31, 1995 to December 31, 1997.

Date of Expiration: December 31, 1997

Funding: Federal Share: \$250,000 plus Grantee Share: \$4,567,000 = Total Project: \$4,807,700

FS Grant Manager: Suzy del Villar

Address: USDA Forest Service, 1042 Park West Court, Glenwood Springs, CO 81601

Phone Number: (970) 928-9264 Fax Number: (970) 945-6058

Provide an abstract on your project and its results (approximately 200 words):

To plan and structure an innovative, comprehensive community model for creating large new urban forests, implement demonstrations projects in at least eight diverse "communities". create a broad sustainable infrastructure. result in a process transferable to other locations and increase the scope and success of the national urban forest initiative.

Our objective was to develop a model that blended private enterprise and the non profit sector in public/private partnerships that would optimize the incentive systems of each. require an "investment" from each and secure the resources for the projects primarily from non-traditional sources.

The model tests the efficacy and profitability of a private enterprise company with a mission to develop "urban forestry" projects. The company creates the markets, develops the partnerships with non-profits or municipalities. takes all of the up front capital risk raises the capital (its own. fundraising and operating budgets from partners). provides the management and direction throughout the project. purchases/ plants the plant material, maintains and guarantees the product and labor for at least one year. At the conclusion of the project the company leaves a structure in place to assure continued maintenance and growth of the urban forest.

Project objectives:

The overall objective was to develop the model. prove it works. or if not why not. The following eight specific objectives were identified in the original proposal.

- 1. Identify multiple sites that meet specific criteria. These criteria were listed in the proposal.
- 2. Establish criteria for leadership.
- 3. Organize the "community".
- 4. Develop methods to secure the alternative sources of funding.
- 5. Plant 14.600 trees in eight locations.
- 6. Establish maintenance infrastructure.
- 7. Collect data.
- 8. Develop tools for technology transfer.

Objectives met successfully:

- 1. Within the grant period 18 sites were developed and planted. All met the criteria with the exception of the initial target of minimum 200 trees for each site.
- 2. Each project was successful because of the key leadership committed to the project.
- 3. The organization of each project (community) was key and successfully developed with multiple variations. each customized to the particulars of the site and organizations involved.
- 4. With the exception of the 2 municipal partners, the sources of funding were planned specific to the unique opportunities identified for the site. Even the municipal partners approached the project in somewhat non-traditional ways to secure the objectives for the project.
- 5. Eighteen (18) sites were developed. Some are complete & some ongoing. Total trees planted 3.795. all B&B 1/5" 5" caliper.
- 6. NTI was responsible for the maintenance for one year. Each partner was required to commit to ongoing care by internal personnel after year one. NTI continues to monitor sites. Current loss is less than 7%.
- 7. NTI is keeping data on trees planted, loss percentages. local involvement. tree inventory completed and for the Derby project. Davey Tree and NTI completed a Quanti Tree report. That report will be included in the final documents submitted by March 31. 1998.
- 8. The primary technology tool prepared is a video report, which will be submitted by March 31, 1998.

Objectives not met:

The initial time frame proposed was too aggressive. The time required to create the infrastructure and raise the funds was greater than anticipated. I attribute part of this to the educational process required to inform people on "urban forests". The initial target of \$4, 807.700 was not reached. however projects that were started within the grant period which concluded 12/31/97. and are ongoing will surpass this target when they are completed.

What have been the major research or policy findings of your project (if applicable)?

- 1. The economic benefits of urban forestry component of this project was restricted to the Quanti Tree analysis of the City of Derby. A copy of this report will be submitted with all final documentation by March 31, 1998. A copy of this has been provided to the City Manager who was pleased to have this base line data to include in their long range planning.
- 2. The social benefits of urban forestry was completed by a survey. A copy of the results will be submitted by March 31, 1998. In Derby the social benefits were substantial. The urban forest project is the first time the community has completed a project with wide community involvement for a project that benefits everyone. Derby is a bedroom community and little sense of community identity. This project brought together people from every segment of the community who worked together. and continue to work together to complete the project over the next few years. One of the most significant involvements was the participation of a local anti-tax group who are not appreciated by the community leaders and elected officials. Their involvement and financial support demonstrated the social value of "urban forestry". The anecdotal research, which includes the comments and expressions of people on every project, clearly demonstrate the social benefits of urban forestry. Translating this to hard science is difficult.

How did the project increase the knowledge we have about urban forestry? How did (will) the public benefit?

- 1. To secure the involvement of a large number of people in these projects required intensive and sustained efforts to communicate the benefits of urban forests. Those who have been involved have a much higher understanding of plant material, planting methods, requirements for care. etc.
- 2. Establishment of tree board, ordinances, local steering committees and the Derby Community Foundation provided the infrastructure to institutionalize the projects and sustain the growth of interest and knowledge.
- 3. Effective communication to the constituents for each project was thorough and effective.
- 4. When people make donations to a project they want to know what it is. why it is important and how they benefit. Once they know they tell others and the knowledge is transferred.

What recommendations might you make for community foresters or others who might benefit from your project?

- 1. The involvement of a private company to work with and community forester, the municipal officials and/or area non-profits in the creation of partnerships and projects will increase the probability of success on a larger scale and long term sustainability. If a private company does not exist in the area the community forester or other local officials might encourage someone to consider this as a new business opportunity, which would be good for local economic development. Natural Treesource Inc would be available for consultation.
- 2. Non traditional sources of funding are "out there". It requires a good strategic plan and patience.

What specific quantifiable results were produced? Please be specific - copies of reports, publications, or videos can be attached to this report. If your work has been published (journals, popular press, etc.), provide where they have been published or reported and how copies can be obtained.

- 1. Attached Identity of projects with total funds raised. leveraged and in-kind contributions.
- 2. Copy of Quanti Tree report for Derby project will be submitted by March 31. 1998.
- 3 Copy of Social Benefits Survey will be submitted by March 31. 1998.
- 4. Total trees planted 3,843 with ongoing projects, which will increase this number dramatically.
- 5. Creation of Derby Community Foundation. Tree Board and Ordinance with a major focus on urban forestry in Derby as its priority over the next several years.
- 6. Davey Tree indicated they planned to publish the Quanti Tree report but I am not aware if they did.
- 7. Video Report_ prepared by Harvest Communications will be submitted by March 31, 1998. Copies will be available from the Forest Service or from Natural Treesource, Inc.
- 8. The formal creation of TreesAmerica. a public/private partnership between Natural Treesource, Inc. and the ISA Research Trust is without question the most substantial accomplishment. Attached is a copy of a current brochure. A new brochure is being printed and will be submitted by March 31, 1998. The creation of 10 "Living Laboratories" for Urban Forestry will have substantial impact.

How were your results disseminated to the public?

- 1. Brochures developed for most of the projects.
- 2. Print media, particularly with the Derby and TreesAmerica projects.
- 3. Town meetings.
- 4. Meetings with city councils. tree boards. park boards.

List the active partners (key individuals or organizations) involved in the project:

- 1. Derby Community Foundation See Board Members on attached letterhead and in brochure.
- 2. Davey Tree Expert Company
- 3. International Society of Arboriculture Research Trust Don Ham. Bill Kruidenier. Ken Ottman. Al West.
- 4. Chris Cherches. City Manager. Wichita, Kansas
- 5. Reverend Ron Grover. Central Christian Church
- 6. Bill Culp and Sonny Banning, Maude Carpenter Children's Home
- 7. TreesAmerica Admiral Stan Arthur other National Steering Committee members see attached letterhead with names Salt Lake City Art DuFault State Forester Ed Frandsen. regional community forester. John Hoagland. Director for 2002 Planning Team for Forest Service. George Cates and Cindy Zimar. National Tree Trust Mayor Deedee Corridini and Renee Tanner Diane Conrad and Salt Lake City Organizing Committee. For Nebraska City Chris Aden. Manager of Arbor Day Farm River Country Economic Development Foundation. Nancy Hoch, Douglas Friedli, Jodee Adelung and several others.

Photo or Illustration: If possible, please provide a photo or illustration for our use that summarizes or represents the project. Suggest a caption and note how this illustration should be credited.

See photos attached

If a no-cost time extension was granted for this project, why was it needed?

The no cost time extension was need to give projects underway time to mature, secure additional funding and demonstrate the ability to successfully complete the project. My initial estimate of time required to develop these projects was too aggressive.

How would you evaluate the grant process? What changes, if any, would you recommend?

Over all the grant process has worked fine. As I have reported in the past, information provided to me during grant preparation and submission was inaccurate. The overall objective of my grant would not have changed with different information but components and targets would have been different. Ms. del Villar has been very specific and clear in all of of her correspondence and communication with me.

Comments considered of importance but not covered above:
The \$250,000 investment by NUCFAC in Project Kansas Urban Green and Natural Treesource. Inc. has resulted in a substantial economic return. Your investment has been leveraged substantially. Even more important the viability of the model, which includes a central and profitable role for private enterprise in the development of public/private partnerships for urban forestry development has been demonstrated. Our reason for staying with projects was because of our commitment to urban forestry, but even more important was our personal investment of funds and capital. I believe there is great business opportunity for private enterprise using the WTI model. Thanks to the members of NUCFAC for giving me the opportunity to develop and prove the model. If I can be of help to NUCFAC I will be more than happy to make my self available.

This report was prepared by:

Name: Duane L. Dyer

Title: President

Phone Number: 316-788-7581

Date: January 15, 1998

January 15, 1998

Ms. Suzanne M. del Villar Executive Assistant National Urban and Community Forestry Advisory Council 1042 Park West Court Glenwood Springs, CO 81601

Dear Suzanne:

Enclosed is my final report for the Project Kansas Urban Green grant made by NUCFAC. I have three required items to provide: (1) A copy of the Quanti Tree cost benefit analysis for the Derby project. I thought Davey Tree had sent me the final copies, but find they did not. I have requested them from Ward Petersen and will send them to you upon receipt. (2) We have some additional work to do on the Social Benefit survey. I will have that final report to you by the required date — March 31, 1998. (3) The video report is 90 % complete but needs some additional work. I will have the final editing and completed video sent to you by the required date of March 31, 1998.

The number of projects, funds raised and trees planted are included in the report and attachments. I would like to request that these numbers be accepted as the required match for the grant. As you can see I have far exceeded the normally required 1 to 1 match. In addition the viability of the model, which was the intent of the grant has been demonstrated to work. Please let me know if you need additional information and if my request is approved.

I want to express my appreciation to the Council and to you for the grant and for working with me on this.

Duane L. Dyer

Sincerely,





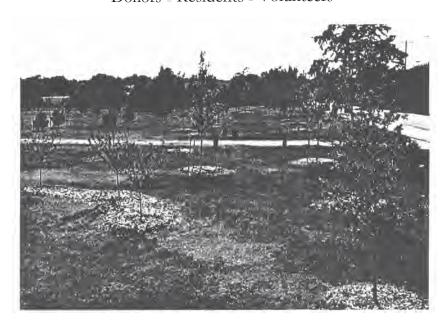
The Young and the Old



Donors - Residents - Volunteers



City Officials



TheEnd Result

Claude Lambe Park _ Wichita, Kansas

Working Together for Urban Forestry

Photos by NATURAL TREESOURCE, INC.



TreesA merica

Arlington National Cemetery Living Laboratory President Bush Dedicates "America The Beautiful Grove"



The Young and the Old



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City Officials



The End Result

Claude Lambe Park _ Wichita, Kansas

Working Together for Urban Forestry

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Arlington National Cemetery Living Laboratory
President Bush Dedicates "America The Beautiful Grove"

Limited Use and Copyright Release

As and Advisory Council to the United States Secretary of Agriculture on urban and community forestry, The National Urban and Community Forestry Advisory Council (NUCFAC) strives to bring awareness concerning urban and community forestry activities, products, and materials to interested audiences.

Through the recommendation process for project funding, and through facilitating the dissemination of project information, NUCFAC is helping to fulfill a significant communication need with urban forestry and community forestry audiences, as well as among other interested public and private groups.

To assist NUCFAC in disseminating important information about the products, materials, and activities your project generated, we ask that you sign this release. The intent of the release is to allow NUCFAC and its designated agents to discuss, review, and show project descriptions, results, and impacts with various audiences, organizations, and individuals who could benefit from this knowledge.

The project grantee, (as represented by an official representative and signed below), permits NUCFAC and its designated agents to use, edit, and reproduce findings, research, publications, materials, descriptions, text, electronic representations, graphics, and other similar goods in order to advertise, market, build awareness, and educate the citizens of the United States.

NUCFAC is granted limited use of project descriptions and materials for non-commercial, educational activities (including, but not limited to, annual reports to Congress and summary publications) in order to facilitate expanding the knowledge base and field application of project findings and materials. The source of any material used will be cited, in order to accelerate acceptance and use of techniques, concepts, devises, and publications which could help advance the practice of modern urban and community forestry.

Signing this release is voluntary and at the complete discretion of the grantee.

Signing, or failure to sign, this form will not be seen, held, or recorded as a negative event.

Signing, or failure to sign, this release will not affect any future decision or recommendation of NUCFAC in a positive or negative way.

NUCFAC is proud of the projects that have been funded and would like to seek permission to show the nation the fruits of cost-share grants partially generated with Federal dollars. Thank you in advance for your consideration.

Project Name:	Project Kansas Urban Green		
Ala		January 15, 1998	
Signature of Office	rial Project Chief	Date	
_ Duane L. Dyer		94-G-059	
Printed/typed name of signature above		Forest Service Control Number	

NATURAL TREESOURCE INC.

SUMMARY OF PROJECTS

FINAL REPORT

TO

NATIONAL URBAN & COMMUNITY FORESTRY ADVISORY COUNCIL

December 15, 1997

Proposed Project Sites in Proposal		Match Funds Raised	Other Funds Leveraged	Value-In Kind
1. Central Christian Church		\$43,975		\$5,900
2. Claude Lambe Park - Wichita		\$73,000		\$60,500
3. City of Derby	Derby Community Foundation	\$239,000	\$460,000	\$234,750

4. Coleman Middle School

 The principal who was the driver for this project was assigned to another school and the new principal was not interested.

5. Twenty First Street Project

- This project was tied to new construction of 21st Street and the timing required that it be completed prior to our implementation of our program. It was funded by the city and became a "bid" project.

6. Mid-Town

- We were unable to secure commitment of key community leaders for this project.

7. Wichita Collegiate School

 I was chairman of the board of trustees for this school. We had to fire the headmaster which resulted in negative feelings toward the board and me in particular. It was not prudent to pursue this project with my company involved.'

8. Garden City

- The key leaders for this project made a decision to focus fundraising for a city zoo expansion. It was necessary to defer this for a later time.

Other Sites Completed

9. Moundridge High School	\$62,500		\$31,115
10. Wichita State University	\$15,000		\$8,800
11. Bel Aire	\$15,960		\$5,800
12. Maude Carpenter Children's Center	\$46,000		\$16,800
13. Koch Foundation	\$20,800		\$2,250
14. Robinson Middle School	\$18,959	959	
15. Brookhollow Neighborhood Association	\$20,564		\$13,500
16. Bent Tree Neighborhood Association	\$20,780.00		\$6,000
17. TreesAmerica Arlington National Cemetery Nebraska City Salt Lake City The Presidio	\$820,545	Over 2.5 years	\$382,750
18. City of Wichita, KS	190,539		\$5,600

19. Ci	ty of Winfield, KS		\$32,928		\$4,600	
20. Ci	ty of Derby, KS	Municipal	\$8,514		\$1,800	
21. Na	tural Treesource -	In Kind		Over 3 years	\$375,000	
			\$1,629,064	\$460,000	\$1,161,965	
Total:	\$1,629,064 460,000 1,161,965 \$3,251,029	Cash ISTEA Grant In Kind Contributions Total				

Leverage Factor on all Cash, In Kind, and \$460,000 from ISTEA = \$13.01 to \$1.00

Leverage Factor on Cash and In Kind without ISTEA Grant = \$11.17 to \$1.00



The Need

More than 75 percent of all people in the United States live in cities and communities which encompass our urban forests. Public urban forests in the US total more than 75 million acres, including over 60 million street trees with an estimated value of 30 billion dollars. Urban forests are economically important. They mitigate carbon dioxide emissions, air pollution, and storm water runoff, reduce energy costs, crime, and medical bills, and improve living conditions for all communities. They increase property values and boost tourism and local businesses.

Stimulated by the AMERICA THE BEAUTIFUL national tree planting initiative to reforest the United States, interest and commitment to plant trees in our cities and towns over the past five years has escalated enormously. Organizations, governmental entities, and, to a lesser extent, private enterprise have joined the tree planting movement in an attempt to capitalize on the benefits that urban forestry brings. However, urban America will never fully realize the benefits of healthy, community forests until decision-makers recognize the need and alter municipal programs to accomplish the following:

*expand beyond a primary emphasis on tree planting and implement comprehensive, professional tree management and care * increase fiscal support from private enterprise and other nontraditional sources and minimize reliance on government funding

Cities possess numerous intrinsic characteristics that limit the success of urban trees. Further, the cyclical nature of public funding, and its susceptibility to political pressures, too often precludes establishing sustainable municipal forestry programs using the most up-to-date management/maintenance techniques. Consequently, trees growing in urban areas are smaller and shorter-lived than trees in undisturbed environments. In fact, centercity street trees have an average life expectancy of only <u>seven to eleven years</u>. Since the benefits provided by trees in cities are directly proportional to their number, health, and size, any problem which limits growth directly decreases their functional value.





The Opportunity

To realize the potential benefits from our urban and community forests, strong technical leadership from the arboricultural and urban forestry professions and increased knowledge and awareness about long-term urban tree care and management by decision-makers and the public is mandatory. Maximizing the ecological, economic, and social benefits of the urban forest for communities and their residents depends on effective communication and application of the knowledge gained through research, education, and demonstration.

The International Society of Arboriculture (ISA) Research Trust Board of Trustees has embarked on a massive, national effort to fund research and educational projects and programs through private and public partnerships. The major objective of this effort is to increase knowledge and public/agency awareness of proper tree care in order to ensure sustainable, viable, and functional urban forests for the next century while demonstrating methods to secure nontraditional program funding.

Through its national and international organization and network, the ISA Research Trust is uniquely positioned to develop and lead this critical component of the urban forestry movement. Over the past twenty years the Research Trust has developed a strong alliance with urban forestry researchers and educators throughout the world who have the respect of the industry. The Board of Trustees will utilize these alliances to implement the research and education projects required to achieve the following objectives:

- * enhance urban forestry awareness and knowledge of public and agency officials
- * implement the strategies of the National Urban and Community Forestry Advisory Council (NUCFAC) Strategic Plan
 - increase public outreach
 - enhance municipal and volunteer programs
 - support and expand research
 - promote private/public partnerships
 - stimulate urban forestry funding
- * expand arboricultural and urban forestry research
- * address the priorities of the ISA Research Trust
 - improve the understanding of basic tree biology
 - determine the ecological contribution of the urban forest
 - quantify the economic contribution of the urban forest



The Program-Trees America

Over the next five years, the Board of Trustees, working with a National Steering Committee comprised of prominent leaders, will secure the resources to establish and fund ten "LIVING LABORATORIES" for arboricultural and urban forestry research, education, and demonstration projects. Criteria for site selection will include geographical distribution, research and education opportunity, local leadership, grass-roots involvement, vision, and potential for resource support.

Each site will be in a highly visible location, maximizing the opportunity for public exposure and communication. The following will be important components of each pilot project:

- * Tree planting that will facilitate research projects and increase needed tree population
- * Research projects and data collection that will address tree care and urban forestry research priorities
- * Technology transfer to the general public of proper tree care techniques through demonstration projects
- * Education of agency officials and decision-makers, youth, and the general public



ISA Research Trust Twenty-Five-Year Objectives

As a result of this major, national research and education program, the ISA Research Trust intends to realize, at a minimum, the following twenty-five-year objectives:

- 1. Influence sustainable, professionally managed urban forestry programs in 30% of United States communities with populations of greater than 5000. A sustainable urban forest includes:
 - * comprehensive management plan
 - * a one-half to full-time urban forester
 - * adequate funding
- 2. Develop ten new tree cultivars with superior genetics suited for urban environments.
- 3. Be the premier nongovernment source of funds, information, and data for urban forestry research. Provide in excess of \$50 million in urban forestry research funding. That funding level is comparable to current funding from the Federal government, which is decreasing.
 - * establish a clearing house for urban forestry research information and data
 - * conduct a national assessment of research and information needs every five years
 - * collaborate with other key research entities to leverage funds
- 4. Influence the establishment of public/private partnerships that maximize the transfer and utilization of research results, information, and data through the incentive system of private enterprise.





The Partnerships

The ISA Research Trust will form long-term partnerships with regional private and public organizations at each site to develop the national program. Currently, partnership agreements have been made with *A rlington National Cemetery, The Presidio of San Francisco*, and community leaders in the *Nebraska City, Nebraska* area. In every case, the regional partners and the ISA Research Trust will each assume primary responsibility for certain activities and realize specific benefits to include the following:

Regional Partner

Responsibilities: * in concert with the ISA Research Trust, develop project goals and objectives

* approve regional plan

assist with implementation

* ensure quality control

* provide partnership management

* control site issues

obtain community involvement and recognition

coordinate project planning, monitoring, and evaluation

assist in funding decisions

Benefits: * increased tree population through new planting

* increased tree maintenance

* experience with developing private/public partnerships for funding major programs

for funding major programs

* recognition for collaborating in a program of national

scope and stature

recognition for demonstrating local, regional, and national citizenship responsibilities





The Partnerships

(continued)

ISA Research Trust

Responsibilities:

- in concert with the regional partners, develop project goals and objectives
- * coordinate a National Steering Committee to lead primary philanthropic efforts
- * coordinate the philanthropic goals and expertise to secure funds for the program
- * serve as the fiscal entity to receive tax deductible donations for the program
- * grant awards for research/education/demonstration projects
- * contract for tree planting, maintenance, and removal, consistent with program goals

Benefits:

- * accomplishing necessary research and education
 - increased awareness of proper tree care techniques
- * increased awareness of the benefits of professional urban forest management
- established endowment for future research/education/demonstration programs

National Benefits

- * increased public awareness of the benefits of professional urban forest management
- * more "urban forestry-knowledgeable" public officials
- * more viable municipal forestry programs
- * significant urban forestry funding from nontraditional sources (private/public)
- * increased knowledge through research



National Steering Committee Status

(As of April 1. 1996)

The Research Trust Board of Trustees anticipates having a committee of eight to twelve prominent leaders. To date the following individuals have agreed to serve:

- * Mr. Clayton Yeutter: Honorary Chair, former Secretary of Agriculture; former Chair of Republican National Committee; member of numerous corporate boards; and attorney with Hogan and Hartson, Washington, DC
- * Admiral Stanley R. Arthur: USN (Ret.), former Commander United States Seventh Fleet; Commander United States Naval Forces Central Command for Operations Desert Shield/Desert Storm; Vice Chief of Naval Operations; and presently Vice President, Naval Systems, Loral Corporation
- * Ms. Judith Blau: children's author and children's product designer, J. Hope Designs, Ltd., New York
- * Mr. Grant Gregory: Gregory & Hoenemyer, Merchant Bankers, member of numerous corporate boards, and retired chairman of Touche Ross & Company
- * Dr. Richard Johnson: retired research physicist with Lockheed Missiles and Space Research Laboratory, former Acting Director of the White House Office of Science and Technology Policy, and former Acting Science Advisor to the President
- * Mr. Allan West: retired Deputy Chief of the USDA Forest Service, Vice Chair of the ISA Research Trust





Funding Requirements

The ISA Research Trust Board and National Steering Committee will establish the budget required to implement this national program in a manner that will ensure excellence and quality results. Funds will be used for the following:

- * Permanent endowment to ensure long-term funding for research, education, and demonstration projects
- * Grants to fund priority research needs
- * Grants to fund priority education programs and demonstration projects
- * Supplemental tree planting to increase site tree population and provide additional research materials
- * Tree maintenance and long-term care
- * Long-term management plan for each site to ensure maximum, quality results
- * Project management

Summary

The need and the opportunity for the TreesAmerica program is readily apparent. With three initial sites and a full membership of prominent leaders on the National Steering Committee, TreesAmerica can be initiated to move arboriculture and urban forestry into the twenty-first century.

For more information about the ISA Research
Trust and how you can help, contact:
ISA Research Trust
P.O. Box GG
Savoy, Illinois 61874
(217) 355-9411





DERBY COMMUNITY FOUNDATION P.O. BOX 544 DERBY, KANSAS 67037

(316) 788-3421

ELIZABETH BAKER

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KENNETH OTTMAN, Foresty District Manager City of Milwaukee

WILLIAM WATSON, President & CEO, Retired Commerce Bank, N.A.

ALIAN WEST, Deputy Chief, Retired USDA Forest Service



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