



Building Lasting Value for Our Communities

Community Investment Report

Fiscal Year 2018

April 1, 2017-March 31, 2018



Less than one percent of companies make it 75 years, which is why we felt it was important to do something special to mark the Crowe 75th anniversary. We wanted to do something reflecting our core values (We Care, We Share, We Invest, We Grow) and something representing the Crowe brand promise to our clients, personnel and communities (“Smart decisions. Lasting value.”).

In July 2017, we challenged Crowe personnel to volunteer 75,000 hours to honor the 75th anniversary. It was a stretch goal that would more than double the hours personnel recorded the previous year, but one we believed was achievable and fitting for our anniversary.

By the end of fiscal year ending March 31, 2018 (FY18), we were well on our way to hitting our goal. With the volunteer push inspired by the challenge, Crowe personnel provided a firm record of more than 60,000 hours of community service in FY18. The 75,000-hour challenge, which began in July 2017, carried over into the first quarter of the new fiscal year, and by June 30, 2018, we surpassed our goal.

The 60,292 hours Crowe personnel volunteered in FY18 alone represented the equivalent of 29 full-time employees working at the charitable organizations where we served. This was possible due to the giving spirit of our people and the generous community service practices of our firm. Our volunteer paid-time-off policy provides our people with the time and flexibility to support their favorite not-for-profit organizations. We encourage those at Crowe to be leaders in their communities and are pleased to help support those efforts.

During FY18, Crowe also contributed a firm-record \$1.7 million in Crowe Foundation grants, charitable donations, community sponsorships, pro bono services and local office contributions to more than 450 not-for-profit organizations across the country. Our charitable giving included:

- **Crowe Foundation grants** to more than 115 not-for-profit organizations where our people demonstrate leadership and team volunteerism
- **Community sponsorships and local office contributions** to support events and activities that are important to our people, our clients and our communities
- **Volunteer Investment Program (VIP) grants** to more than 130 organizations where our people volunteer 30 hours or more annually
- **Board Member Match grants** to more than 100 organizations, allowing individuals serving on not-for-profit boards to earn a \$3-to-\$1 match to their personal financial contributions for the organizations where they serve
- **Matching donations** to financial gifts made by our people in response to select natural disasters and tragic events
- **United Way gifts** in support of our workplace giving campaigns
- **College and university gifts**, including department sponsorships, individual scholarships and matching grants for donations our people make to their alma maters and
- **Pro bono support** to provide professional services to not-for-profit organizations.

These volunteer and philanthropic efforts led to Crowe being named one of Fortune's Best Workplaces for Giving Back for the second consecutive year – only 50 organizations are named to this list. These efforts also led to us making a lasting impact in our communities as we commemorated our 75th year. There are many ways to celebrate a corporate anniversary, like giveaways and parties, but those are often forgotten. Giving our time and talent to those in need is not.

A handwritten signature in black ink, appearing to read "Jim Powers".

Jim Powers
CEO
Crowe

A handwritten signature in black ink, appearing to read "Stuart Miller".

Stuart Miller
Trustee Chair
Crowe Foundation

Core values

The firm's core values, "We Care, We Share, We Invest and We Grow," lay the foundation for how we build lasting value for our communities.

We Care



We Care for our communities and see value in supporting civic organizations that provide the backbone for economic progress and charitable organizations that provide the support and safety net for our communities' citizens.

We Share



We Share with our communities through financial support of and volunteer participation with community organizations that demonstrate values reflective of our people, clients and the firm.

We Invest



We Invest in our communities by offering our resources where appropriate in support of the causes and needs of civic and charitable organizations.

We Grow



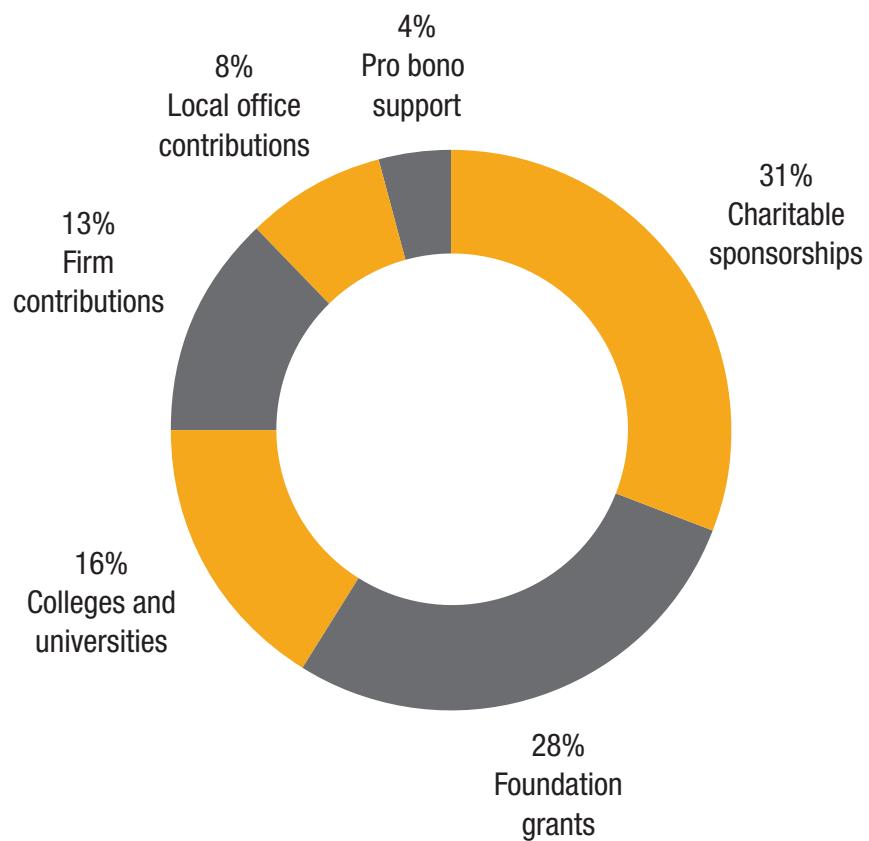
We Grow through leadership development opportunities, the satisfaction of making a difference and from our increased sense of firm and team.

"Smart decisions. Lasting value." represents not only our brand promise to our people and clients, but also the communities in which we serve.

Building lasting value with charitable giving

Charitable giving is one of the ways Crowe demonstrates our values in our communities. Through grants, sponsorships and local and firm contributions we support civic and charitable organizations, supporting those reflective of our people, clients and firm. Our charitable giving to not-for-profit organizations in FY18 totaled a record \$1.7 million.

Charitable giving to not-for-profit organizations FY18



Source: Crowe analysis



The Crowe Foundation serves as the firm's charitable giving arm to help formalize philanthropy and align firm contributions with the volunteer efforts of our people. Unlike many traditional foundations, the Crowe Foundation only accepts grant requests from Crowe personnel on behalf of the not-for-profit organizations they support. This approach enables our charitable giving to follow our people's passions.

When reviewing applications, the foundation trustees carefully consider:

- The organization's mission and the impact a contribution might have on the organization and the community
- The volunteer involvement of Crowe people
- The leadership development opportunities for Crowe people
- The alignment with the firm's and local markets' strategic direction and priorities

Crowe Foundation trustees



From left to right:

Steve Jennings, office managing partner, Audit Services, Lexington, KY

Sydney Garmong, office managing partner, Audit Services, Washington, D.C.

Jim Powers, CEO, Indianapolis, IN

Stuart Miller, chair, office managing partner, Audit Services, Chicago and Oak Brook, IL



Volunteer Invest Program (VIP)

The Crowe Foundation Volunteer Investment Program (VIP) supports not-for-profit organizations for which our people volunteer time. To honor a Crowe individual who has completed at least 30 hours of service in a calendar year with an eligible organization, the foundation grants a \$250 VIP award to the not-for-profit organization. An individual can request VIP funding for up to four separate organizations in a calendar year, and the foundation will award a maximum of \$1,000 in VIP funding per organization per year. The Crowe Foundation awarded more than 130 VIP awards in FY18.



Board Member Match

Through the Crowe Foundation Board Member Match program, individuals serving on not-for-profit boards are also eligible for a \$3-to-\$1 match for personal contributions up to \$250 (with a maximum match of \$750). The program does not require 30 hours of service, and an individual can request funding for up to four separate organizations in a calendar year. Individuals serving on the boards of eligible not-for-profit organizations can pursue both the Board Member Match and VIP awards. In FY18, the Crowe Foundation awarded more than 100 Board Member Match awards.



Fortune Magazine 50 Best Workplaces for Giving Back

In 2018, Crowe was named one of Fortune's Best Workplaces for Giving Back for the second consecutive year. Crowe was one of only 50 organizations recognized for their above-and-beyond charitable contributions and volunteerism within their communities.

These Crowe individuals secured a Volunteer Investment Program or Board Member Match award in fiscal year 2018:

Jennifer Allen	Sandra Dodd-Novinger	Bonnie Laughlin	Melissa Reinbold
Sarah Allen-Anthony	James Dolinar	Thomas Lazard	Ed Reinhard
Anthony Allison	Chris DuKate	Angie Kennedy Lee	David Roberts
Doug Anderson	Kelly Faehr	Scott Lehman	Suzanne Robinson
Daniela Arias	John Farrell	Kate Leichty	Francine Samson
Julie Arnold	Mark Feldman	Angie Lewis	Adrian Schrock
Dana Ashby	Kathy Fledderman	Jenna Liao	Rachel Shaw Callahan
Kimberly Baird	Kelli Foley	Ryan Lubniewski	Steven Delane Shelton
Chris Barrett	Shelby Ford	Diane Marie Lutomski	Brian Shelver
Kathy Bazzell	Herschel Frierson	Shannon Madden	Bonnie Kay Sherman
Renee Beauchemin	Bailey Frye	Joe Magyar	Peter Shuler
Christina Beckwith	Sydney Garmong	Jay Mangel	Paul Smith
Bruce Belman	Scott Gerard	Russ Matthys	Pamela Smith
Celeste Bessette	Michael Giammalvo	Sean McAloon	Paul Soler
Victoria Bianco	Daniel Gregor	Christopher McClure	Lisa Stinson
Cary Black	Andrew Gripp	Julie McCorkle	Justin Stone
Bert Bonhard	Nicole Guiffra-McQuaid	Renee McDonnell	Jessica Stopczynski
Janette Bossar	Greg Hahn	Kristin McDonner	Victor Sturgis
Kathryn Bostick	Sandi Heaney	Alicia McKnight	Nicole Taraba
Diane Brown	Brian Hecker	Ridge Miller	Danielle Tewes
Blake Burgess	Kurt Held	Katie Mishler	David Thwaits
Chris Camp	Patrick Higgins	Shannon Moskal	Joseph Tomaszewski
Kim Carter	Jeff Holmquist	Rebecca Newton	Walter Tylka
Victoria Cheng	Rhonda Huismann	Sally Ann Nicewander	Aaron VanSoest
Cindy Cherry	Sal Inserra	Thomas Niedzielski	Shannon Walkowiak
Brian Chmiel	Steve Jennings	Ashley Novack	Shari Weldy
Damian Clark	Jeff Jensen	Dan O'Connell	Jason Whitmer
Natasha Clements	Shirley Jiang	Oscar Ortiz	Barry Wilson
Julie Collins	Trudie Kanter	Kevin O'Sullivan	Jennifer Wilson
Dori Couvreur	Jennifer Kary	Michael Percy	Mary Ann
Alice Cowley	David Keever	Kara Perkins	Winkler Travers
Tim Crone	Brian Keida	Stephen Petroulakis	Steve Wojcicki
Patrick Crosby	Kimberly Kelly	Cynthia Pierce	Andrew Wyse
Jill Czerwinski	Kevin Kerswick	Sarah Pollard	Leslie Yates
Julie Davis	Ali Khan	Diana Porter	Jon Zeiler
Erika Del Giudice	Brittney Kocaj	Kevin Frank Powers	Brian Zygmunt
Wanda Murray Denton	Jeff Ladenburger	Jim Powers	
Dwayne Dillard	Beth LaFree	Perla Ramirez	

Fundraisers

Crowe personnel demonstrated the firm's values by contributing through these firmwide fundraisers.



Disaster relief campaigns

In response to select natural disasters or tragic events, Crowe establishes matching programs where the firm matches the dollars raised by our personnel to increase the impact of relief efforts. During FY18, the firm conducted four disaster relief matching campaigns that raised nearly \$250,000 for the American Red Cross and other relief organizations.

- In late August 2017, Hurricane Harvey caused widespread destruction in Texas:
 - The firm launched a matching donation campaign, pledging a match of up to \$20,000 to help with relief efforts. Our people donated \$50,659, resulting in a total contribution of \$70,659 to the American Red Cross disaster relief fund.



- In early September 2017, Hurricane Irma wreaked havoc in the Caribbean, Florida Keys and Georgia:
 - The firm launched a matching campaign, pledging to match up to \$30,000 donated by our people. In response, our people donated \$34,497 and we made a total contribution of \$64,497 to the American Red Cross disaster relief fund.
 - As part of our annual people engagement survey, the firm pledged to donate \$1 for every survey completed toward the relief fund, and an additional \$1,000 if we met or exceeded a survey response rate of 90 percent. Even though we fell just short of the 90 percent goal, with 3,252 participants, the firm still honored the pledge, resulting in an additional \$4,252 donation.
- Personnel in the Crowe Audit business unit participated in the #AuditorProud social media blitz. The Center for Audit Quality organizes the event to inform students and young professionals of the benefits of a career in audit. Crowe audit leaders added an incentive to the event, donating \$5 to Irma relief efforts each time audit team members used the hashtag #CroweProud on their social media posts. As a result of nearly 200 hashtag uses, Crowe audit leaders donated \$1,000 to the American Red Cross relief efforts.
- Collectively the firm and our people donated nearly \$70,000 to Hurricane Irma disaster relief efforts.



"Crowe personnel displayed consistent support to help people affected by an unprecedented string of disasters this year, each time going above and beyond what is typical in these situations."

– Susan Westerfield, American Red Cross regional philanthropy officer

- In the aftermath of Hurricane Maria in mid-September 2017, Crowe pledged to match donations made to the American Red Cross up to \$20,000 to help those affected in Puerto Rico and the Dominican Republic. Crowe individuals surpassed the match amount, donating \$33,322, which, combined with the firm's donation, resulted in a total contribution of \$53,322 to the American Red Cross disaster relief fund.
 - During the Crowe Healthcare Summit for healthcare clients, Crowe leaders invited attendees to make a personal contribution to Hurricane Maria disaster relief efforts. Attendees donated \$1,150 and Crowe matched that gift resulting in an additional donation of \$2,300.
 - Collectively the firm, our people and our healthcare clients donated nearly \$56,000 to Hurricane Maria disaster relief efforts.



United Negro College Fund

Our African-American People Resource Network (PRN) held its annual firmwide United Negro College Fund (UNCF) fundraiser in conjunction with Black History Month. Crowe people donated \$12,030, and the firm donated an additional \$2,500, resulting in a total contribution of \$14,530. Donations supported the UNCF emergency relief college fund to help students overcome financial hardships and realize their educational dreams.

- Following the 7.1 earthquake that hit Mexico City in September 2017, Crowe Global member firm Crowe Gossler set up a foundation and designated its offices as a refugee center. Crowe supported Crowe Gossler by donating \$5,000 to the foundation.
- In November 2017, Crowe launched a matching donation campaign for those affected by the California wildfires. Crowe individuals donated \$17,520, resulting in a total donation of \$35,040 to the American Red Cross disaster relief fund.



United Way

Many Crowe offices participated in annual United Way workplace giving campaigns to support their local communities. In FY18, the firm provided more than \$170,000 to 12 different United Way organizations across our footprint. Our people also contributed nearly \$100,000 through payroll deductions. These United Way chapters were supported by local office campaigns:



- Heart of West Michigan United Way
- Metro United Way (KY)
- United Way of Allen County (IN)
- United Way of Central Florida
- United Way of Central Indiana
- United Way of Central Ohio
- United Way of Elkhart County (IN)
- United Way of Greater Cleveland
- United Way of Greater Knoxville
- United Way of St. Joseph County (IN)
- United Way of the Bluegrass (KY)
- United Way of Williamson County (TN)

Support of colleges and universities

In FY18, Crowe contributed more than \$250,000 in higher education charitable contributions, assisting more than 90 institutions and funding 63 scholarships. The firm also matched contributions made by personnel to academic programs at their alma maters. Colleges and universities receiving financial support in FY18 included:

Ball State University	Illinois College	University of Alabama
Baruch College	Indiana University	University of California Los Angeles
Bellarmine University	Indiana University South Bend	University of California
Belmont University	John Carroll University	Santa Barbara
Bethel College (Indiana)	Kennesaw State University	University of Chicago
Bluffton University	Kuyper College	University of Colorado Denver
Bowling Green State University	Lake Forest College	University of Dayton
Bradley University	Lehigh University	University of Evansville
Brigham Young University	Lincoln University of Missouri	University of Florida
Butler University	Lipscomb University	University of Georgia
California Polytechnic State University	Loras College	University of Hartford
California State University, Chico	Louisiana State University	University of Houston-Clear Lake
California State University, Fresno	Manchester University	University of Illinois
California State University, Northridge	Marquette University	University of Illinois Springfield
California State University, Sacramento	The Master's University	University of Kentucky
Calvin College	Miami University	University of Louisville
Champlain College	Michigan State University	University of Miami
The College of New Jersey	Middle Tennessee State University	University of North Texas
Dartmouth College	Northern Illinois University	University of Notre Dame
DePaul University	Northwestern University	University of Oklahoma
DePauw University	Northwood University	University of Redlands
Florida Agricultural and Mechanical University	Ohio State University	University of San Francisco
Florida International University	Ohio University	University of South Florida
Franklin College (Indiana)	Purdue University	University of Tampa
Georgia Institute of Technology	Purdue University Fort Wayne	University of Tennessee
Goshen College	Sierra College	University of Texas at Austin
Grace College	Sonoma State University	University of Texas at Dallas
Grand Valley State University	Stetson University	University of Washington
Hope College	Syracuse University	Valparaiso University
	Texas A&M University	Villanova University
	Texas Christian University	Washington University in St. Louis
	University of Akron	Western Michigan University

Building lasting value with volunteerism



Volunteering@Crowe

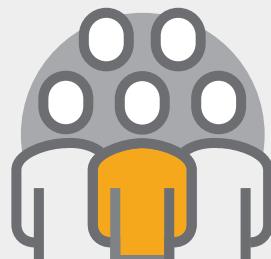
Crowe individuals provide hands-on labor, professional experience, passion and commitment to hundreds of not-for-profit organizations. These roles are not only beneficial to the charitable organizations but also to our people as they grow leadership skills, network with community leaders and contribute thought leadership and professional experience to support valued organizations. We also integrate volunteerism into some of our larger training events to emphasize the role volunteering plays in personal and professional success.

Crowe supports this culture of volunteerism through our generous community service policy that allows individuals to volunteer up to eight hours per month without taking paid time off. During FY18, our people volunteered more than 60,000 hours through not-for-profit boards, pro bono services, volunteer events and general volunteerism and other volunteer activities. This was the equivalent of 29 full-time employees working at the charitable organizations and nearly double the number of Crowe volunteer hours from the previous year.



More than
60,000
volunteer hours

equal to
full-time **29**
not-for-profit
employees



75th anniversary community service challenge

In the summer of 2017, CEO Jim Powers launched the 75th anniversary community service challenge, inviting Crowe people to volunteer 75,000 hours as a firm in celebration of the firm's 75th anniversary. If every Crowe individual volunteered two hours each month (or 24 hours over the course of the year), we'd meet the challenge. During the first six months of the firm's 75th anniversary community service challenge, 48 individuals went above and beyond, recording 75 or more volunteer hours. These "super volunteers" earned a \$500 Crowe Foundation grant to give to the not-for-profit of their choice.

These super volunteers and their selected charities included:

Samuel Aina – Bridge to Home – Santa Clarita Valley
Jennifer Allen – Children's Hunger Alliance
David Andrzejewski – Bridge Bread Bakery
Alicia Antonetti-Tricker – Noblesville Youth Assistance
Kimberly Baird – Newman Nation: Senior Pets United
Kathryn Bazzell – American Cancer Society, Lakeshore Division
Renee Beauchemin – Be Like Brit Foundation
Celeste Bessette – Shorewood HUGS
Janette Bossar – Clermont Animal CARE Humane Society
Kathryn Bostick – Starting Right, Now
Gregory Buchanan – Lafayette Football Booster Club Inc.
Kimberly Carter – International Order of the Rainbow for Girls
Andrea Castle – Indiana Amateur Baseball Association Inc.
Sandra Dodd-Novinger – Genesis House of NorthEast Missouri
Peter Engel – Pregnancy Care Center
Joel Ericson – Indianapolis Shakespeare Company Inc.

Daniel Fagan – American Cancer Society, Lakeshore Division
William Feller – Answers in Genesis
Leah Foster – Community Baptist Christian School (South Bend, IN)
Micah Goedelman – Feed My Starving Children
Stefanie Hickman – Middlebury Music Parents Association
Wendy Hogreve – Samaritan's Purse
Jacquelyn Hood – Charity Contributors of Chicago
Brian Keida – HouseProud Atlanta Inc.
Cory Kronheim – SebastianStrong Foundation
Jason Lardiere – Hilliard Optimist Club Youth Sports
Robert Lazard – Outreach Inc.
Jason Lazzaris – Westley's Wish K9 Rescue
Regina Lewis – All God's Children Inc.
Samantha Miller – Little League Baseball Inc.
Sally Nicewander – Alcohol and Drug Abuse Self-Help Network Inc.
Ashley Novack – JDRF International
Mitchell Novitsky – Priority One Worldwide



Oscar Ortiz – SebastianStrong Foundation
Stephen Petroulakis – Give Kids the World Village
Matthew Powell – LaSalle Council, Boy Scouts of America
Perla Ramirez – Northern Illinois Food Bank – St. John Lutheran Church Food Pantry
Suzanne Robinson – Indiana Canine Assistant Network
Lindsay Sellers – OurCalling
Brenna Sherwood – Families First (Indianapolis)
Mickey Standiford – Big Brothers Big Sisters of St. Joseph City
Lisa Stinson – Girls on the Run of Central Illinois
Dawn Stratton – Penn Band Boosters
Miguelito Vivero – The Nature Conservancy
Keirstyn Waddell – The Fort Wayne Rescue Mission Ministries Inc.
Jason Whitmer – South Bend Alumni Association Inc.
Bart Williams – Wisconsin American Legion Foundation Inc.
Michael Witek – Storm Engine Company Ambulance Corps



“The firm’s 75th anniversary community service challenge is having an immeasurable effect on the people, places, animals and communities that have been fortunate enough to benefit from the selfless nature of Crowe personnel. I am proud and grateful to be just a small part of such a giving and appreciative organization.”

– Jason Lazzaris, Global Services, Hartford, CT

Learning events

Lead With Values Promotion Academy

Nearly 500 recently promoted individuals participated in the Lead With Values Promotion Academy in Atlanta in November 2017. The academy is a three-day program where Crowe participants come together to learn and network. The program included a community service project in which participants decorated 300 pairs of children's and young adult-sized TOMS® Shoes, a Crowe client. Crowe donated the shoes to the Atlanta Children's Shelter.

Learn2Lead

Learn2Lead is a leadership program in which Crowe invites high-achieving college students to experience the firm firsthand through interactive team-building, leadership and networking activities. More than 280 students from more than 100 colleges and universities across the United States took part in the two-day program in Chicago in June 2017. During the program, participants worked together to build 50 bikes, which were donated to Chicago Youth Programs and West Town Bikes.



Crowe Serves day of service

More than 430 summer interns and Crowe personnel participated in the Crowe Serves day of service in July 2017. They volunteered an estimated 2,100 hours helping various local not-for-profits, participating in a wide range of activities, including building homes for families, tutoring children, serving and packing food for food banks and shelters and helping with landscaping and cleanup efforts at local parks. Participating offices and the not-for-profit organizations they supported were:

- Atlanta, GA – MUST Ministries
- Burlington, VT – Ronald McDonald House Charities of Burlington
- Chicago, IL – Chicago Park District
- Cleveland, OH – Rocky Ridge City Hall
- Columbus, OH – Huckleberry House
- Dallas, TX – Hope Supply Co.
- Elkhart, IN – Habitat for Humanity of Elkhart County
- Fort Lauderdale and Miami, FL – Boys & Girls Clubs of Broward County
- Fort Wayne, IN – Treasure House
- Grand Rapids, MI – Habitat for Humanity of Kent County
- Hartford, CT – Westmoor Park

“I have always volunteered at my church and with other organizations, even before the challenge, because I find that it’s life-giving to me as much as it is to those whom I’m helping. I really like the fact that Crowe thinks it is important too and supports us to give back to our communities.”

– Lindsay Sellers, Audit Services, Dallas, TX



- Indianapolis, IN (North and Downtown) – Gleaners Food Bank of Indiana
- Knoxville – Second Harvest Food Bank of East Tennessee
- Livingston, NJ – Livingston County Habitat for Humanity
- Louisville, KY – Habitat for Humanity of Metro Louisville
- Los Angeles and Orange County, CA – Santa Monica Beach Cleanup
- Nashville, TN – Ronald McDonald House Charities of Nashville
- New York, NY – High Water Women Backpack Drive
- Oak Brook, IL – PAWS Chicago
- Sacramento, CA – Sacramento Food Bank & Family Services
- San Francisco, CA – Surfrider Foundation Beach Cleanup
- South Bend, IN – Pet Refuge
- Springfield, IL – Refuge Ranch



People Resource Network day of service

Crowe sponsors four people resource networks (PRNs) supporting these groups:

- African-American
- Asian
- Latino
- Lesbian, gay, bisexual and transgender people and their allies

PRNs provide a forum for networking, support and recruiting to promote diversity and inclusion within the firm. More than 300 individuals across 26 Crowe offices participated in the 2017 PRN day of service, volunteering more than 1,000 hours. Most of our offices chose to volunteer at organizations that served local youth. Volunteers played games with kids, prepared snacks and helped with facility and community cleanup projects. The Crowe Foundation approved a grant of \$500 to the not-for-profit organization each office supported, resulting in a total donation of \$13,000. Participating locations and the charitable organizations they supported were:

- Burlington, VT – Boys & Girls Club of Burlington
- Chicago, IL – Union League Boys & Girls Clubs
- Cleveland, OH – Boys & Girls Clubs of Cleveland
- Columbus, OH – Boys & Girls Clubs of Columbus
- Dallas, TX – Boys & Girls Clubs of Greater Dallas
- Fort Lauderdale, FL – Boys & Girls Clubs of Broward County
- Grand Rapids, MI – Boys & Girls Clubs of Grand Rapids Youth Commonwealth
- Hartford, CT – Boys & Girls Clubs of Hartford
- Indianapolis, IN (North & Downtown) – Boys & Girls Clubs of Indianapolis
- Knoxville, TN – Boys & Girls Clubs of the Tennessee Valley
- Los Angeles, CA – Los Angeles Regional Food Bank
- Miami, FL – Coconut Grove Cares
- Nashville, TN – Boys & Girls Clubs of Middle Tennessee
- New York, NY and Livingston, NJ – Educational Alliance
- Oak Brook, IL – Boys & Girls Club of West Cook County
- Orange County, CA – Orange County Ronald McDonald House
- Sacramento, CA – Sacramento Children's Home
- San Francisco, CA and San Jose, CA – Boys & Girls Clubs of San Francisco
- South Bend, IN – Boys & Girls Clubs of St. Joseph County
- St. Louis, MO – Boys & Girls Clubs of Greater St. Louis
- Tampa, FL – Boys & Girls Clubs of Tampa Bay
- Washington, D.C. – Boys & Girls Clubs of Greater Washington





Local charitable activities and volunteer events

Our local offices supported dozens of charitable activities and volunteer events that demonstrate values reflective of our people, clients and the firm in FY18. These included:

- Supporting charitable collections and in-kind drives
- Helping staff at charitable organizations with hands-on volunteers
- Sharing professional expertise through pro bono and board service initiatives
- Volunteering to teach financial literacy curriculum in the classroom
- Providing labor for build and beautification projects
- Participating in walks, runs and bowl-a-thons to raise money for charities.

Here are some examples of how Crowe offices made a difference in their communities in FY18:

Atlanta, GA – Personnel taught children finance for Junior Achievement of Georgia. They raised \$15,000 to grant a child's wish through the Make-A-Wish Foundation of Georgia and raised \$3,000 by participating in Walk for Wishes. Individuals collected toys, donated nearly \$1,000

“The challenge has made me more mindful that we are all part of a larger community, and it’s important to try and give a hand up to others. I’m very proud to try to be a solution to a growing problem, and I’m so proud that I work for a company that supports community service.”

– Sally Nicewander, Financial Services, Grand Rapids, MI

and volunteered for the Atlanta Children's Shelter Holiday House. Office members volunteered with HouseProud Atlanta, helping elderly homeowners make crucial home repairs. They also raised more than \$10,000 and participated in the Starry Night Atlanta 5K run fundraiser to support the Pediatric Brain Tumor Foundation.

Burlington, VT – Personnel hosted an Operation Christmas Child packing party, provided lunch for the Daystation daytime shelter and built houses for Green Mountain Habitat for Humanity. They also sponsored three children in a Steps to End Domestic Violence program by purchasing holiday gifts and wrapping supplies.

Chicago and Oak Brook, IL – Personnel taught children during the Junior Achievement of Chicago JA in a Day program. Information services team members met weekly to mentor freshmen from Christ the

King Jesuit College Preparatory School. Local African-American PRN members decorated for the holidays at the Friendship Village of Schaumburg retirement community. Additionally, individuals volunteered at Animal House Shelter, Ronald McDonald House, Family Shelter Service and Feed My Starving Children for the Illinois CPA Day of Service.



Cleveland, OH – Individuals participated in a Lake Erie beach cleanup, volunteered at the Lake-Geauga Habitat for Humanity ReStore and assisted at the Cogswell Hall supportive housing residence. Personnel also taught for Junior Achievement of Greater Cleveland and three teams participated at the annual Junior Achievement of Greater Cleveland Bowl-A-Thon.

Columbus, OH – Office members made fleece blankets for the Van Buren Shelter, assembled Thanksgiving boxes for the Homeless Families Foundation, prepared and served lunch at Faith Mission and rang bells and sorted money for the Salvation Army in Central Ohio. Tax members also participated in the Junior Achievement of Central Ohio JA BizTown simulation.

Dallas, TX – Personnel assembled walls at the Dallas Area Habitat for Humanity wall shop, provided and prepared lunch for the Genesis Women's Shelter and participated in the Junior Achievement of Dallas JA in a Day program.

Denver, CO – Individuals volunteered at Children's Future Seventh Wonder and the American Lung Association Fight for Air Climb, where they raised more than \$3,000 for the American Lung Association. As part the office's annual Denver Give Back Day, personnel volunteered at MaxFund Animal Adoption Center, Metro Caring, Habitat for Humanity of Metro Denver and the Denver Film Society.

Elkhart, IN – Personnel volunteered with Habitat for Humanity of Elkhart County and collected \$550 for Feed the Children.

Fort Lauderdale, FL – Individuals donated games and toys for the Give Kids the World Village toy drive, collected more than 700 supplies for the Jack and Jill Children's Center drive and volunteered with the Habitat for Humanity of South Palm Beach County Boca Build.

Fort Wayne, IN – Personnel tutored students through the Fort Wayne Community Schools Study Connection and volunteered with United Way of Allen County. For the Indiana CPA Day of Service, individuals volunteered at the Community Harvest Food Bank of Northeast Indiana.

“Having this challenge encourages people to do more. Personally, it’s great to be a part of an organization that is making such a commitment to community service and surrounding communities. When so much energy is placed on the bottom line at most companies, it’s nice to see a different bottom line being worked toward.”

– Michael Witek, Risk Consulting, off-site

Grand Rapids, MI – Personnel participated in the Heart of West Michigan United Way fundraiser and the Spring Cleaning clothing drive for Goodwill Industries. Individuals also donated \$1,300 in wish-list items to the Grand Rapids Home for Veterans.

Hartford, CT – Personnel made blankets for Project Linus National Make a Blanket Day and packed boxes with gifts for needy children around the world for Operation Christmas Child. Individuals volunteered at the Bushnell Park cleanup and teamed with the Connecticut Society of CPAs to collect art supplies for a local children's hospital. They also helped the Boys & Girls Club of Bristol Family Center to purchase and wrap Christmas gifts for 18 children.

Indianapolis, IN – Individuals participated in the Junior Achievement of Central Indiana JA BizTown simulation, helping elementary students practice financial literacy. They helped Second Helpings prepare meals to be delivered to local shelters, school programs and assisted living facilities. They prepared 1,000 gift boxes for the Indiana Canine Assistant Network's annual Puppy Love Valentines fundraiser

to raise money to train service dogs. Personnel also built a home for Habitat for Humanity of Greater Indianapolis and participated in the Starfish Initiative's Incredible Journey to College scavenger hunt fundraiser.

Knoxville, TN – The office collected 248 school supplies for Knox Area Rescue Ministries Stuff the Backpacks campaign, fulfilled 28 children's wishes for the Salvation Army Angel Tree toy drive, collected teddy bears for Comfort Bears Big Give and collected items for Laundry Love: Knoxville. Individuals also volunteered with the Knox County Mobile Meals and Senior Nutrition Program.

Lexington, KY – Personnel volunteered with Lexington Habitat for Humanity. They also raised more than \$1,000 in donations and participated in the Biking for Backpacks event to benefit the Child Care Council of Kentucky's Backpack Food Program.

Livingston, NJ – Individuals participated in a grounds cleanup with The Land Conservancy of New Jersey, wrapped clothing and assembled gift bags for the Market Street Mission and volunteered with Morris Habitat for Humanity.



London, UK – London personnel raised more than £500 (about \$700 USD) in donations and participated in Vertical Rush, a run up 42 flights of stairs to support Shelter, a housing and homeless charity. They also renovated the Charlie Chaplin Adventure Playground with Habitat for Humanity Great Britain.





Los Angeles, CA – Personnel participated in the Juvenile Diabetes Research Foundation One Walk and a clothing drive for Goodwill Southern California. Individuals also volunteered with the Los Angeles Regional Food Bank and Wayfinder Family Services.

Louisville, KY – Personnel volunteered with Anchal Project, an organization that creates employment opportunities and products that empower women around the world who have been exploited. During the holidays, they decorated Uspiritus Bellewood campus, a residential treatment facility for abused and neglected youth. They also raised more than \$2,000 participating in the Junior Achievement of Kentuckiana JA Bowl-A-Thon.

Miami, FL – Individuals taught high school students through the Center for Audit Quality Passport to Audit program. They also participated in the Feeding South Florida Summer Hunger Ends Here Sort-A-Thon and volunteered with Habitat for Humanity of Greater Miami.

Nashville, TN – Personnel participated in the Ronald McDonald House of Nashville Hustle for the House 5K and Kathy Dungan 1-Mile Fun Run and Make-A-Wish Foundation of Middle Tennessee Walk for Wishes, raising \$3,000. The office collected 10 suitcases full of items for children entering foster care and built a home for Habitat for Humanity of Greater Nashville.

New York, NY – Individuals participated in the Junior Achievement of New York JA Bowl-A-Thon and JA Finance Park program. The office collected coats for the New York Cares Coat Drive and toys for the Samuel Proctor Residence during the Coalition for the Homeless Toy Drive.

Orange County, CA – Personnel volunteered with the Orange County Ronald McDonald House and held a clothing drive for Goodwill of Orange County.

Sacramento, CA – Personnel did landscaping at Sacramento Children's Home. They also sorted and bagged fruit for the Sacramento Food Bank & Family Services and worked with college students to pull weeds along the American River Parkway.

San Francisco, CA – Personnel put together 20 comfort packages for underprivileged children for Project Night Night, provided and served a meal for the GLIDE shelter and helped pack and sort frozen food for the San Francisco-Marin Food Bank.

South Bend, IN – Personnel carved and delivered pumpkins for Potawatomi Zoo's Zoo Boo event, decorated trees for the Trees of Giving donation program, helped build a home with Habitat for Humanity of St. Joseph County and participated in the Junior Achievement of Northern Indiana JA Bowl-A-Thon. They also held their annual Crowe Gives Back at the Holidays drive to donate items to various community organizations, including the Oaklawn Mittens, the REAL Services Elves for Elders drive and the Humane Society of St. Joseph County.



Springfield, IL – Personnel served meals to the homeless at St. John's Breadline, collected food and items to assemble baskets for Springfield Catholic Charities Holy Family Food Pantry and walked in the American Cancer Society Making Strides Against Breast Cancer walk.

St. Louis, MO – Individuals volunteered for and donated to the KidSmart Tools for Learning supply drive and worked with students in the Junior Achievement of Greater St. Louis JA BizTown and JA Finance Park programs. They also participated in the Pancreatic Cancer Action Network PurpleStride walk to end pancreatic cancer and the American Heart Association Metro St. Louis Heart Walk. For Thanksgiving, the office purchased food and gift cards for the Center for Women in Transition. During the holidays, they adopted three Our Little Haven families with foster children and provided toys, clothes and gift cards.

Tampa, FL – Individuals participated in the Junior Achievement of Tampa Bay JA BizTown program and JA Bowl-A-Thon. The office collected gift cards and two barrels of food for needy families during the Metropolitan Ministries Thanksgiving drive and raised \$1,115 in gift cards to help less-fortunate teens pick their own gifts as part of the Metropolitan Ministries Christmas holiday drive.

"I think the 75th anniversary community service challenge is a beautiful way to keep our Crowe family mindful of ways we can positively impact the community in which we live. It has been fun to run toward a goal of generosity with the entire firm."

– Regina Lewis, Risk Consulting, Lexington, KY

Washington, DC – Personnel volunteered at wreath-laying ceremonies at Arlington National Cemetery on National Wreaths Across America Day, saying the veteran's name out loud, thanking the person for his/her service and sacrifice and placing a wreath on the grave.

Remote personnel – More than 40 team members, the majority of whom work 100 miles or more from a Crowe office location, reviewed 900 student scholarship applications for Hillsborough Education Foundation of Tampa and helped select scholarship recipients.



Not-for-profit organizations

Organizations receiving financial support from the Crowe Foundation, firm or local offices in FY18 included:

100 Black Men of Greater South Bend

500 Festival

ACE Mentor Program of America

Alcohol and Drug Abuse Self-Help Network Inc.

Algonquian District, LaSalle Council, Boy Scouts of America

All About Paws Rescue

All God's Children Inc.

Allies in Hope Inc.

Alzheimer's Association

America Needs You

American Cancer Society

American Cancer Society, Lakeshore Division

American Heart Association

American Red Cross

Answers in Genesis

APT Foundation

Artists Creating Together

Atlanta Children's Shelter

Atlanta Community Food Bank

Avondale Meadows YMCA

Ball State University

Ball State University Foundation

Baruch College

Baruch College Fund

Be Like Brit Foundation

Bellarmine University

Belmont University

Beta Alpha Psi

Beta Alpha Psi – University of Southern Florida

Bethel College (Indiana)

Big Brothers Big Sisters of Greater Cleveland

Big Brothers Big Sisters of St. Joseph County

Blount Mansion Association

Bluegrass Area Chapter, American Red Cross

Bluffton University

The Boulevard of Chicago Inc.

Bowling Green State University

Boys & Girls Club of Bristol Family Center

Boys & Girls Club of Burlington

Boys & Girls Club of West Cook County

Boys & Girls Clubs of America

Boys & Girls Clubs of Broward County

Boys & Girls Clubs of Cleveland

Boys & Girls Clubs of Columbus

Boys & Girls Clubs of Grand Rapids Youth Commonwealth

Boys & Girls Clubs of Greater Dallas

Boys & Girls Clubs of Greater Lee County

Boys & Girls Clubs of Greater St. Louis

Boys & Girls Clubs of Greater St. Louis – Adams Park Club

Boys & Girls Clubs of Indianapolis

Boys & Girls Clubs of Metro Atlanta

Boys & Girls Clubs of Metro Richmond

Boys & Girls Clubs of Middle Tennessee

Boys & Girls Clubs of Middle Tennessee – Franklin Clubhouse

Boys & Girls Clubs of Rutherford County

Boys & Girls Clubs of San Francisco

Boys & Girls Clubs of St. Joseph County

Boys & Girls Clubs of Tampa Bay

Boys & Girls Clubs of the Tennessee Valley

Boys & Girls Clubs of Union County

Bradley University

Branches Inc.

Breakthrough Urban Ministries

Breast Cancer Emergency Fund

Bridge Bread Bakery

Bridge to Home – Santa Clarita Valley

Bridgehaven Mental Health Services

Brigham Young University

Broadway Grand Rapids

Broward Partnership for the Homeless

Broward Performing Arts Foundation Inc.

Bushnell Park Foundation Inc.

Butler University

Cabrina-Green Legal Aid

California Certified Public Accountants Education Foundation

California Polytechnic State University

California State University, Chico

California State University, Fresno

California State University, Northridge	The College of New Jersey	DuPage Workforce Board
California State University, Sacramento	Columbus Literacy Council	Economic Club of Chicago
Calvin College	Columbus Zoological Park Association	Educational Alliance
CAPS International	Comic Relief USA	Educational Foundation of the Kentucky Society of CPAs
Catholic Charities of Tennessee Inc.	Community Baptist Christian School (South Bend, IN)	El Campito Inc.
The Center for Women and Families	Community Foundation of St. Joseph County	Elkhart Central High School
Central Illinois Small Animal Rescue	Community Harvest Food Bank of Northeast Indiana Inc.	Elkhart Memorial High School
Chalice US	Community Legal Aid Inc.	Elkhart Rotary Club
Champlain College	Community Nurse Health Center	Envida (formerly Amblicab)
Charity Contributors of Chicago	Connecticut Children's Medical Center	Euell A. Wilson Center
CHI Franciscan Foundation	Connecticut Hospital Association	Explorium of Lexington
Chicago Cares	CPA Endowment Fund of Illinois	Families First (Indianapolis)
Chicago Heightening Opportunity and Potential for Educational Success (Chicago HOPES)	Cristo Rey Corporate Work Study Program	Family & Children's Center (South Bend, IN)
Chicago Parks Foundation	Crohn's & Colitis Foundation	Family Shelter Service
The Child Abuse Prevention Center of Sacramento	Crowe Gossler Foundation Fundación Gossler A.C.	Feed My Starving Children
Child & Parent Services Inc.	Cubs Charities	Fernwood Botanical Garden and Nature Preserve
Child Care Council	Dallas Area Habitat for Humanity	Florida Agricultural and Mechanical University
The Childhood League Center	Dan Beard Council, Boy Scouts of America	Florida International University
Children's Hunger Alliance	Dartmouth College	The Fort Wayne Rescue Mission Ministries Inc.
Children's Museum of Indianapolis	Deliver the Dream Inc.	Foundation for Accounting Education
Christ Child Society of South Bend Inc.	DePaul University	Franklin College (Indiana)
Citizens United for Research in Epilepsy	DePauw University	Fraternal Order of Moai Foundation
City of Oak Brook Terrace	Double Union	Future For Kids
Clermont Animal CARE Humane Society	Down Syndrome Association of Central Ohio	Genesis House of NorthEast Missouri
Clermont to the Rescue	Dream Builders Foundation	Georgia Institute of Technology
Coconut Grove Cares Inc.	DuPage Children's Museum	Girls in the Game
Cogswell Hall Inc.	DuPage Pads	Girls on the Run Michiana
		Girls on the Run of Central Illinois
		Give Kids the World Village

Goshen College	Humane Society of St. Joseph County	Junior Achievement of Chicago
Grace College	Humane Society of West Michigan	Junior Achievement of Greater Cleveland
Grand Rapids Art Museum	i.c. stars	Junior Achievement of Kentuckiana
Grand Rapids Home for Veterans	Illinois Association of School Business Officials	Junior Achievement of New Jersey
Grand Rapids Public Museum	Illinois College	Junior Achievement of New York
Grand Rapids Student Advancement Foundation	IMD Guest House Foundation	Junior Achievement of Northern Indiana
Grand Rapids Symphony	Indiana Amateur Baseball Association Inc.	Junior Achievement of South Florida
Grand Valley State University	Indiana Basketball Hall of Fame Foundation Inc.	Junior Achievement of Tampa Bay
Habitat for Humanity International	Indiana Canine Assistant Network	Junior Achievement of the Bluegrass
Habitat for Humanity of Metro Louisville	Indiana CPA Society Educational Foundation	Junior Achievement of the Michigan Great Lakes
Habitat for Humanity of Kent County	Indiana Sports Corporation	Junior Achievement of the Palm Beaches & Treasure Coast
Habitat for Humanity of South Palm Beach County	Indiana University	Junior League of South Bend
Habitat for Humanity of St. Joseph County	Indiana University Foundation	Junior League of Tampa Inc.
Hannah's House	Indiana University South Bend	Kennesaw State University
Harbor WildWatch	Indianapolis Shakespeare Company Inc.	Kentucky Humane Society
Headley-Whitney Museum	Indianapolis Symphonic Choir Inc.	Kentucky Nonprofit Network
Heart of West Michigan United Way	Indianapolis Zoological Society Inc.	Kuyper College
Hesed House	Inner-City Arts	La Casa de Esperanza Foundation Inc.
HFS Chicago Scholars	International Order of the Rainbow for Girls	Ladder Up (formerly City-Wide Tax Assistance Program)
Hilliard Optimist Club Youth Sports	Jack and Jill of America Inc.	Lafayette Football Booster Club Inc.
Hillsborough Education Foundation Inc.	JDRF International	Lake Forest College
Hispanic Unity of Florida Inc.	Jewish Federation of Greater Los Angeles	Lake-Geauga Habitat for Humanity
The History Museum (South Bend, IN)	John Ball Zoo	Larkin Street Youth Services
Hoosier Recreation Workshop	John Carroll University	LaSalle Council, Boy Scouts of America
Hope College	Joplin Humane Society	The Leadership Foundation
HouseProud Atlanta Inc.	Joy2Learn Foundation	Lehigh University
Huckleberry House Inc. (Columbus, OH)	Junior Achievement of Central Indiana	LexArts Inc.
Humane Society for Hamilton County		Lexington Strides Ahead Foundation
		Lincoln Park Zoological Society

Lincoln University of Missouri	Miami University	Ohio CPA Foundation
Lipscomb University	Michigan State University	Ohio State University
Little League Baseball Inc.	Middle Tennessee State University	Ohio State University Foundation
Logan Community Resources Inc.	Middlebury Music Parents Association	Ohio University
Loras College	Mothers Against Drunk Driving Foundation	Ohio University Foundation
Los Angeles Lawyers Philharmonic	MUST Ministries	Ohio Valley Residential Services Inc.
Los Angeles Regional Food Bank	National Alliance on Mental Illness	Operation Christmas Child
Louisiana State University	National Association for Business Resources	Our Lady of Providence Junior High School
Lurie Children's Foundation	National Association of Black Accountants Inc.	OurCalling
Make-A-Wish Foundation of America	National Kidney Foundation Inc.	Outreach Inc.
Make-A-Wish Foundation of Georgia	National Kidney Foundation of Michigan	Paris-Bourbon County
Make-A-Wish Foundation of Illinois	National Multiple Sclerosis Society	PAWS Chicago
Make-A-Wish Foundation of Michigan	National Multiple Sclerosis Society, Greater Illinois Chapter	Pediatric Brain Tumor Foundation
Make-A-Wish Foundation of Middle Tennessee	National Outdoor Leadership School	Penn Band Boosters
Make-A-Wish Foundation of Northeastern California and Northern Nevada	Nationwide Children's Hospital Inc.	Pet Refuge Inc.
Manchester University	The Nature Conservancy	Polk County Heart Walk
March of Dimes	Network Human Services	Potential for Educational Success
Marquette University	New York University	Pregnancy Care Center
Masonic Association of Service and Therapy Dogs	Newman Nation: Senior Pets United	Priority One Worldwide
Masonic Charity Foundation of Connecticut	Noah Webster House Foundation & West Hartford Historical Society	Public Action to Deliver Shelter Inc.
The Master's University	Noblesville Youth Assistance Inc.	Purdue Foundation
Maxfund Inc.	Northeast Indiana Regional Partnership	Purdue University
Mental Health America of Northeast Indiana	Northern Illinois Food Bank – St. John Lutheran Church Food Pantry	Purdue University Fort Wayne
Mercy Health	Northern Illinois University	Ray of Hope Cancer Foundation
Mercy Health Foundation	Northwest Community Hospital	REAL Services Inc.
MercyFirst	Northwestern University	Relay for Life
Metro Caring	Northwood University	Right Place Inc.
Metro United Way Inc.		River City Food Bank
Metropolitan Family Services		RiverBend Cancer Services
		Robert H. Richard Soaring Foundation Inc.
		Rock Steady Boxing Inc.
		Ronald McDonald House Charities

Ronald McDonald House Charities of Southern California	St. Joseph County Council for Prevention of Child Abuse and Neglect	United Way of the Bluegrass
Sacramento Children's Home	St. Joseph County Parks Department	United Way of Williamson County
Sacramento Children's Museum	St. Vincent de Paul Society of St Joseph County	University of Akron
Sacramento Community Cable Foundation	St. Vincent Foundation	University of Alabama
Sacred Heart Schools	Starfish Initiative	University of California Los Angeles
Saint Mary's Foundation	Starting Right, Now	University of California Santa Barbara
Salvation Army	Steps to End Domestic Violence	University of Chicago
Samaritan's Purse	Stetson University	University of Colorado Denver
San Francisco Bicycle Coalition Education Foundation	Storm Engine Company Ambulance Corps	University of Dayton
San Marcos Kids Helping Kids Foundation	Studebaker National Museum Inc.	University of Evansville
Santa Barbara Vintners Foundation	Studios for the Performing Arts Operating Company	University of Florida
SCAN Inc.	Sunburst Races	University of Georgia
Sean Brock Foundation	Swing for Wishes Golf Tournament	University of Hartford
SebastianStrong Foundation	Syracuse University	University of Houston-Clear Lake
Second Harvest Food Bank of East Tennessee	Texas A&M University	University of Illinois
Senior Neighbors	Texas Christian University	University of Illinois Springfield
Shatterproof	Toolbank USA Inc.	University of Kentucky
Shorewood HUGS	Union League Boys & Girls Clubs	University of Louisville
Sierra College	United Negro College Fund	University of Miami
Simon Kenton Council, Boy Scouts of America	United Way of Allen County	University of North Texas
Smith's Pit Stop	United Way of Central Florida	University of Notre Dame
Sonoma State University	United Way of Central Indiana	University of Oklahoma
South Bend Alumni Association Inc.	United Way of Central Ohio	University of Redlands
South Bend Civic Theatre Inc.	United Way of Elkhart County	University of San Francisco
South Bend Education Foundation	United Way of Greater Cleveland	University of South Florida
South Bend Heritage Foundation	United Way of Greater Knoxville	University of South Florida Foundation
South Bend Museum of Art	United Way of Marshall County	University of Tampa
South Bend Symphony Orchestra Association Inc.	United Way of Metro Chicago	University of Tennessee
St. Anthony Hospital Foundation	United Way of St. Joseph County	University of Texas at Austin
		University of Texas at Dallas
		University of Washington
		Valparaiso University

Van Andel Institute	Westley's Wish K9 Rescue	YMCA of Greater Indianapolis
Venture Atlanta Coalition	Wisconsin American Legion Foundation Inc.	YMCA of Greater Louisville
Vertical Rush	Women in Housing & Finance Foundation	YMCA of Michiana
Villanova University	Women in Transition	YMCA Trout Lodge & Camp Lakewood
Visually Impaired Preschool Services of Greater Louisville	Working in the Schools	Young Leaders of Northeast Indiana
Washington University in St. Louis	World Affairs Council of Western Michigan	Youth Development Network
Wayfinder Family Services (formerly Junior Blind of America)	World Affairs Councils of America	Youth Service Bureau of St. Joseph County Inc.
Wellspring Women's Center	YMCA of Greater Hartford	YWCA Metropolitan Chicago
Western Michigan University		YWCA West Central Michigan



Learn more

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