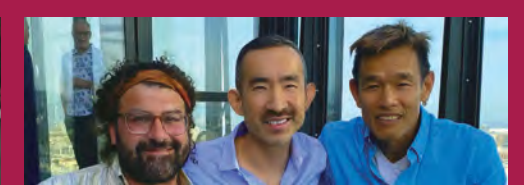
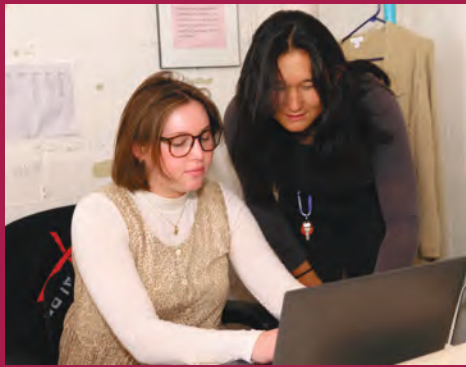




ANNUAL REPORT 2024







2,038

Legal matters handled

1,295

Unique clients assisted

99,182

Legal matters handled
1983-2024

\$693,265

Value of legal hours donated by
Volunteer Panel Attorneys this year

78%

Clients living on
an income of
\$30,000 or less

60%

Clients of color

61%

Clients over age 50
at intake

83%

LGBTQ+ clients

20%

Clients over age 65
at intake

55%

Clients living on
an income of
\$15,000 or less

7%

Transgender and
nonbinary clients

61%

Clients over age 50
living alone

558

Community members reached
through 75 outreach presentations
with partner organizations

632

Attorneys trained through
13 Continuing Legal
Education webinars

83%

Clients expressing
satisfaction with
ALRP services

Housing

Immigration

Insurance + Benefits

Estate Planning

Consumer Advocacy

Credit + Bankruptcy

Other

Legal Areas Supported in 2024

41%

11%

9%

8%

7%

4%

20%

Dear friends and supporters,

In October, we celebrated our 42nd anniversary in the venue that housed the Trocadero Transfer, San Francisco's version of Studio 54, from the late 70's to the early 80's. There, every Saturday night, hundreds of people, mainly gay men, would arrive after midnight and dance until the sun came up. By all accounts, it was a magical place, full of fun and energy.

And then it all came crashing down, when gay men starting dying in the dozens, and then hundreds and hundreds more. In all, HIV and the indifference of the Reagan Administration killed 25,000 San Franciscans, meaning one of every three gay men here died, a rate approaching that of the Black Death in the 1300's.

ALRP was founded in those early, terrifying days of the epidemic to help people get their affairs in order when they only had days or weeks to live. As people with HIV began living longer, their legal challenges broadened, and we've consistently stepped up to the plate with new programs and resources. Unbelievably, 42 years later, HIV has still not released its grasp. **For long-term survivors—who are the majority of our clients—the virus is the reason why their physical and mental health is so fragile, why they are so poor—80% living on less than \$30,000 a year—and why in their lives, there is no such thing as a small legal issue. And all of this is precisely why ALRP's services remain so vital.**

This report describes some of the ways ALRP made a difference in the lives of our clients in 2024. None of this would have been possible but for our Volunteer Panel of attorneys; our loyal institutional and individual donors; elected officials and government agency employees who have stood by us year after year; and finally, our board and staff and who give so much of themselves each and every day. With San Francisco facing severe budget woes, federal funding in chaos, and a wave of punitive and cruel policies coming down the road, 2025 will be one of the most challenging years in our history. While no one can predict where our country, state, and city will be a year from now, we have no doubt that ALRP will still be standing strong to advance and protect the rights, dignity, and health of people living with HIV/AIDS.

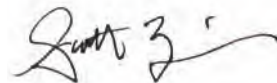
Thank you for your support!



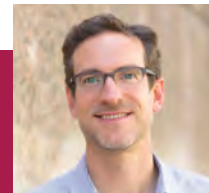
Matt Foreman
Executive Director



Jaclyn A Gross
Co-Chair



Scott A. Zimmermann
Co-Chair



“Clearly, the San Francisco Model is working. I am a living testament to that. When I was within a few hours of dying because of HIV, an amazing team at UCSF saved me. When I was facing eviction from my apartment after my lover died of ALS and my name wasn’t on the lease, lawyers at the AIDS Legal Referral Panel made sure that didn’t happen. Time and again when I’ve faced complex challenges with health insurance and other critical benefits, case managers at PRC have been there for me. I could go on and on, but you get the point. I wouldn’t be here without them.”

– MICHAEL J. MADRIGAL, *ALRP Client*



Our Model

Our mission is to advance and protect the rights, dignity, and health of people living with HIV/AIDS in the Bay Area. Every year, we help hundreds of clients stay in their homes, maintain access to health care, become citizens, improve their finances, and connect to other community services.

We are also an anchor partner in San Francisco’s unique model of helping people living with HIV and ending the epidemic. Known across the globe as the “San Francisco Model,” it is considered the gold standard because in every measurable way, we are doing better at addressing HIV than almost anywhere else.

This approach consists of a tight network of groups with expertise in specific areas related to HIV, including medical and mental health care, treatment for substance use disorders, HIV prevention education, benefits eligibility—and ALRP’s legal assistance. The results are stunning:

- Even though San Francisco has the highest percentage of residents living with HIV and the highest percentage of residents at risk for contracting it, **the rate of new infections here is dramatically lower than nine of the 10 largest cities in the nation.** In 2023, 133 new HIV diagnoses were reported, a 40%+ drop since 2018.
- **More than nine in 10 of those recently diagnosed with HIV in San Francisco were connected to care within one month of their diagnosis.** That’s 10 percentage points higher than anywhere else.
- **Our model has made it possible for HIV+ people to live much longer lives:** 73% of HIV+ people here are over 50, compared to 54% nationwide.

ALRP is proud to be a part of this network, **and we’re dedicated to working with local policymakers to ensure we never go back on all the progress we’ve made.**

ALRP rallies with other organizations at City Hall on April 17, 2024, in support of critical funding for affordable housing and tenant protections <

Housing

ALRP's housing program is a centerpiece of our service provision, accounting for over 40% of all cases. Our clients face a wide range of threats, including eviction proceedings, substandard and dangerous living conditions, and discrimination.

With significant funding from the City of San Francisco, our housing Staff Attorneys play a key role in San Francisco's groundbreaking Tenant Right to Counsel (TRC) program, which seeks to ensure that every tenant facing eviction has access to full-scope legal representation.

In 2024, ALRP's eviction defense work kept 167 households from becoming homeless, a 91% success rate. These 167 successes accounted for 11% of the 1,539 evictions prevented citywide by the TRC program. **With an estimated cost of \$62,000 per year incurred by San Francisco when a person becomes homeless, ALRP's eviction defense work saved taxpayers \$10.3 million.**

We also supported dozens of clients in accessing housing subsidies, securing accommodations for their disabilities, and advocating for their basic rights as tenants.

Advocacy

In 2024, ALRP continued to be an anchor among HIV service organizations in budget advocacy with the City of San Francisco. We engaged our former executive director, Bill Hirsh, to coordinate budget advocacy for the HIV/AIDS Provider Network (HAPN), including developing fact sheets and scheduling meetings with each member of the Board of Supervisors and the Mayor's Budget Office. **As a result, no funding cuts to HIV services were made for Fiscal Year 24/25.** We also worked with our partners in the Homeless Emergency Service Providers Association (HESPA) to successfully prevent cuts in funding for TRC services and the restoration of a threatened 50% reduction in funds for emergency rental assistance.

Social Worker Nancy Martin, HIV Consumer Advocacy Project Attorney Stephen Spano, and Senior Supervising Attorney Allison Pruitt >

"It's hard to put into words how incredibly grateful I am for the services I have received from ALRP. I was a day away from losing my permanent San Francisco housing while struggling with my diagnosed disabilities when the incredibly helpful expertise of Allison Pruitt and ALRP stepped in. They turned a very scary and unstable situation into a hopeful, workable one. Today I am doing so much better receiving the medical treatment and care that I need and doing so with the important stability of still having my home to go back to everyday. Thank you Allison and ALRP!"

– BRIAN, ALRP Client





“I am very grateful. Slater is a very kind, respectful, patient, and helpful person with a lot of honesty. Thank you. I give 10 stars—excellent service.”



Immigration

In 2024, we handled **228** immigration cases, the second largest area of need facing ALRP’s clients after housing.

While we provided assistance in a wide range of immigration matters such as permanent residence, citizenship, and employment authorization, **over 13%** of new cases involved defensive asylum matters. This is a last resort for people who are already in removal proceedings but can assert a credible fear of persecution if they are deported to their country of origin. To help address this need, we shifted additional Staff Attorney resources to this area and, for the first time in many years, began providing direct representation for clients in danger of deportation.

Overwhelmingly, our immigration clients came to the U.S. to escape discrimination and violence based on their HIV status and/or sexual orientation or gender identity. For these reasons, they generally have strong cases for asylum or other protections from deportation. However, many immigrants do not understand how to assert their rights, or else may be intimidated by procedural rules or fear stepping forward, for legitimate reasons. As a result, many of our clients come to us with only days before a critical filing deadline, or after the deadline has passed.

Our immigration attorneys, Ana Montano and Slater Stanley, assess the strengths of each case and offer advice on the best way forward. Clients’ matters are then addressed in-house—often on an emergency basis—or by a Volunteer Panel Attorney.

After the November election, we launched an emergency campaign to help eligible undocumented HIV+ and/or LGBTQ people file applications for asylum before the new federal administration was due to take charge on January 20. Of the individuals screened, 55% were found to have a strong case for asylum, and all of these clients were immediately placed with a Panel Attorney who completed and filed their application before inauguration day.

End-of-Life Planning

The first legal assistance ALRP provided 42 years ago was writing emergency wills for those with only days or weeks to live. In 2024, we helped **39** clients with drafting wills, powers of attorney, and advance health care directives, and provided legal advice to over **100** more. We also conducted **28** educational presentations on end-of-life planning to **221** clients and staff at partner organizations such as the Curry Senior Center, Maitri, Openhouse, PRC, the San Francisco AIDS Foundation, and UCSF.

In 2024, 63% of ALRP's new cases across all legal areas were for clients over age 50. As the community of people living with HIV in the San Francisco Bay Area continues to grow older, we are committed to ensuring that our neighbors have the critical documents they need to have a say in their treatment and legacy. To this end, in 2025 we will be organizing several clinics across the Bay Area to provide free end-of-life planning assistance.

HIV Consumer Advocacy Project (HCAP)

ALRP uses alternative dispute resolution techniques to support consumers of HIV-related services in accessing or resolving conflicts with their service providers. HCAP keeps clients connected to San Francisco's robust system of care while improving access to and delivery of services across the entire network of providers. This program is critical to overcoming the denials of service, discrimination, and bureaucratic hurdles our clients face every day. In 2024, ALRP's HCAP program supported **111** clients in accessing HIV-related services.

Outreach Attorney Emily Heinzen (right) reviews ALRP's End-of-Life Planning programs with Law Clerk Bryce Dennis and Development and Communications Manager Sloka Krishnan >

"I had been procrastinating for years about making a legal will and documenting my end of life wishes. I contacted ALRP and was quickly able to schedule an appointment with Emily Heinzen. I went in with much uncertainty and apprehension about the process but was immediately put at ease by Emily. Her compassionate guidance made the entire experience a walk in the park. Within an hour I had completed the whole process and left with a smile on my face and feeling like a huge weight had been lifted off my shoulders. I can't thank Emily enough."

– GREG BIGELOW, *ALRP Client*



“Our clients come in for a particular legal reason, but there are usually other things going on. So then it’s building a rapport, building trust with them, and letting them express what’s really going on in their life.

I know at times our clients feel like they have zero people in the community that actually care about them. And I think that when we can show otherwise, that provides them a sense of ... ‘Okay, I can do this.’ A sense of hope.”

– KIM KRUSE, *Director of Social Services*

Social Worker Nancy Martin and Director of Social Services Kim Kruse



Wraparound Services

ALRP’s clients come to us during some of the toughest moments of their lives. They are often facing homelessness, fighting to keep precious benefits, or encountering daily discrimination on the job. **In 2024, 78% of ALRP’s clients had an annual income under \$30,000, and 55% had an annual income under \$15,000.** For clients dealing with the precarity and grinding stresses of long-term poverty, there is no such thing as a small legal issue—or a legal issue that exists in isolation.

Our social workers support clients in applying for rental assistance and subsidies; make sure they have access to medical care; connect them to a broad range of social service providers throughout the Bay Area; and work with them on their individual goals—from opening a bank account, to seeing their primary care provider, to developing a harm reduction approach to their drug use. **They meet our clients where they are, with care and without judgment.**

How it all fits together

“Jorge,” a Spanish-speaking client from Mexico, first came to ALRP in April 2024 seeking immigration support. Our attorneys conducted a detailed intake and consultation to review the options for relief available to him, concluding that his strongest path to legal status would be through an affirmative asylum claim. At that time, we provided a warm referral to Oasis Legal Services, whose attorneys accepted Jorge’s case and worked with him to submit his application.

In December, Oasis referred Jorge back to us with the news that his roommate had filed a restraining order against Jorge and was attempting to have him evicted from their shared unit. Oasis and ALRP understood that the roommate’s allegations could seriously affect Jorge’s asylum claim, as an applicant must be found to have good moral character during the asylum interview. **With this in mind, we immediately got to work to support Jorge in these intertwined legal matters.**

Our Staff Attorneys first assessed his housing situation and let Jorge know that while he could legally return to his unit, it

Panel Referrals

For services that our Staff Attorneys are not best suited to handle in-house, we rely on a Panel of over 150 active volunteer attorneys who are willing to jump in and offer their specialized expertise. Our staff members assess the client's legal need, identify a qualified attorney who is excited to provide support, and ensure the client and attorney are able to connect. In 2024, volunteer attorneys provided approximately **1,700** hours of pro bono support to our clients—valued at over **\$693,000**.

To better meet our clients' needs, we hired our first ever full-time Pro Bono Panel Manager, Jake Creecy, in September 2024. The position's focus is on providing day-to-day support to current Panel Attorneys; recruiting new Panel Attorneys in hard-to-place legal areas; improving attorney engagement through new opportunities for training, volunteerism, and recognition; and assessing and revamping our referral model to make it as seamless and effective as possible.

was in his best interest to avoid doing so, so as not to escalate the situation with his roommate and risk potential police involvement. To ensure that Jorge had temporary safe housing as an alternative, ALRP's social worker applied to PRC for an emergency hotel voucher, which Jorge successfully received. With the support of our client services team, in his first few nights at the hotel, Jorge was able to locate new, longer-term housing.

Meanwhile, we also referred Jorge to a member of our pro bono Panel with expertise in restraining order cases, WookSun Hong. Jorge's attorney at ALRP worked closely with the Panel Attorney to prepare evidence, file a response to the restraining order, request a court-certified interpreter, and represent Jorge at his hearing. **Thanks to the evidence submitted by ALRP's Staff Attorney and the effective cross-examination conducted by the Panel Attorney, the restraining order requested against Jorge was denied.**

The collaborative efforts of ALRP, Oasis, and PRC together helped ensure that Jorge is now safe in his new home, and his asylum claim can move forward without being hurt by his roommate's unfounded allegations.

"A few years ago, I became the victim of a rear-end accident. I was not able to work for a while, and dealing with the insurance company added to my stress. They tried to use every loophole and even discredit my character.

In this battle, I was fortunate to have Michael by my side. Over nearly 24 months, Michael navigated through every challenge with exceptional skill and led us to a resounding victory. Michael's resilience and dedication have not only won cases but have truly changed lives."

– Z SMITH, *Client of Michael Rooney*

Client Z Smith and Panel Attorney Michael Rooney with their spouses at ALRP's 2024 Annual Reception, where Michael was named Attorney of the Year. In 2023, Michael contributed over 200 hours of pro bono time to ALRP. ✓



“Working at ALRP was an incredibly educational and fulfilling experience. Often, our clients are going through difficult times, whether it is an eviction, their house burning down, emergency end-of-life documentation needs, or something else. Yet, despite everything, they trusted me to help them navigate through their challenging legal issues so that they could ultimately emerge on the other side. I’m so grateful I could work and learn alongside from so many talented attorneys and see the impact our work makes.”

– ZOEY LIN, *Summer 2024 Law Clerk*



In the Community

Every year, ALRP participates in AIDS Walk San Francisco with our team the Legal Eagles. Since its inception in 1987, AIDS Walk San Francisco has inspired thousands of Bay Area residents to walk, donate, and volunteer in the fight against HIV/AIDS, raising more than \$96 million for organizations across seven Bay Area counties. July 21, 2024, was a beautiful day in Golden Gate Park as we gathered with organizations from across the region for the largest and most visible HIV/AIDS fundraising event in Northern California. We are grateful for everyone who walked with us and for the 200+ supporters who raised over \$36,000 to benefit our team.

We also brought back another ALRP tradition, our summer Garden Party. Hostess extraordinaire Donna Sachet joined us on the patio of Hot Johnnie’s in the Castro as we gathered to celebrate ALRP’s work with our friends and supporters.

Education and Training

ALRP helps train the next generation of public interest lawyers through our law clerk program. They provide essential support to our clients, often as their first and main point of contact. Under the supervision of a Staff Attorney, law clerks conduct intake interviews, provide support for short-term legal assistance and eviction defense litigation, refer complex cases out to our Panel Attorneys, and work on special projects. An internship at ALRP provides invaluable career development, mentorship, and frontline experience for aspiring public interest attorneys. In fact, many of our Staff Attorneys got their own start as ALRP law clerks.

ALRP Summer 2024 Law Clerks Joseph Cremona, Jinx Martinez, Taytem Mathis, and Zoey Lin <

We Moved!

After more than 20 years in Suite 500 at 1663 Mission Street—and our staff growing from six to 20—we moved two floors up, to Suite 720, in October 2024. The new office is bright and spacious, and we now have a conference room and nine private, soundproofed offices where our attorneys can meet with clients. We are extremely grateful to the Bothin Foundation, Sierra Bunnell and Moncarol Wang of Wilson Sonsini for their extensive pro bono assistance in the lease negotiations, and our broker, Paul Picciani at Kidder Mathews.



ALRP also offers a free Continuing Legal Education series each spring and fall. These sessions are open to all attorneys to further their legal education and learn more about the needs of our HIV+, low-income clients. In 2024, we held **13** trainings that were attended by **632** attorneys, on diverse topics such as ethical considerations in representing low-income clients, basic planning for incapacity and death, civil restraining orders, and asylum law.

Finally, we conduct educational presentations for staff and clients at partner organizations throughout the Bay Area. Last year, we gave **67** outreach presentations for **558** attendees on topics such as fair housing, eviction defense, end-of-life planning, credit and debt, name and gender changes, and special needs trusts.

The Legal Eagles at AIDS Walk 2024 on July 21. The team raised \$36,000 for ALRP's work. >

“Our experience at ALRP has been positive. Not only was the problem that initially brought us to the organization solved, but we have also been able to take care of several additional matters before they became issues. The office itself is open and full of light, and the staff welcoming. Being offered a cup of water while you wait may seem a small thing, but we can’t help but think it actually says a lot.”

– HUGH BUCK & TOM CONLOGUE, *ALRP Clients*



“ALRP cases just remain so worthy to me. As you become disillusioned with a profession that can sometimes have its priorities in the wrong place, ALRP and its clients have really given me things to work on that I find very rewarding professionally. I’m looking forward to continuing to help our clients.”

– MICHAEL ROONEY, 2024 Attorney of the Year

Looking Forward

Our goals for 2025:

- Sustaining and continually improving our services to our clients through our in-house legal team and our Volunteer Panel
- Increasing by 30% the pro bono hours contributed by our Volunteer Panel Attorneys
- Conducting free clinics to ensure 150 older people living with HIV obtain critical end-of-life documents
- Helping as many HIV+ undocumented residents as possible secure protections from deportation, including doubling the number of attorneys on the Panel taking immigration cases
- Ensuring the extraordinarily successful “San Francisco Model” of addressing HIV/AIDS and providing wraparound services to HIV+ people is not weakened through cuts in the city budget
- Educating the public and key policymakers, including San Francisco’s new mayor, on how the Tenant Right to Counsel program saves taxpayers over \$65 million each year

A New Look in 2024

Thanks to a grant from the California Access to Justice Commission, we launched the new alrp.org in 2024. The relaunched website is mobile friendly, allows clients to contact us directly, and features new, clearer information and resources for clients, pro bono attorneys, and others in the community.



Volunteers at ALRP's January 4, 2025, asylum clinic. ALRP plans to expand its clinic model as 2025 continues. <

2024 Financials*

* As of December 31, 2024 (unaudited)

REVENUE (Total Revenue \$3,395,810)

GOVERNMENT	\$1,660,114
UNRESTRICTED REVENUE	\$566,224
RESTRICTED GRANTS	\$476,207
DONATED LEGAL SERVICES	\$693,265

EXPENSES (Total Expenses \$3,474,982)

CLIENT SERVICES	\$3,014,541
FUNDRAISING	\$286,150
ADMINISTRATION	\$174,291

NET ASSETS, END OF YEAR

Unrestricted	\$1,589,165
Restricted	\$170,301
TOTAL	\$1,759,466

“ALRP displayed strong characteristics of good governance including a diverse, engaged board that supports the mission and vision of the organization ... [the organization] demonstrates a commitment to advancing diversity, equity, and inclusion; emphasizes excellence and innovation; and ensures appropriate levels of training and professional development so that the staff and governing body have the awareness, attitude, skills, knowledge, and resources necessary to provide assistance in a culturally competent manner.”

In 2024, The State Bar of California conducted an audit to determine if ALRP was in compliance with the American Bar Association's Standards for the Provision of Civil Legal Aid and the requirements included in our grant agreements. We received The State Bar's audit report in October, and it included some glowing findings about our strengths!

RIGHTS. RESILIENCE. REVELRY!

41st Anniversary Annual Reception

Over 250 supporters joined us on October 24, 2024, to celebrate ALRP's 41st Anniversary Annual Reception. We were proud to honor Congresswoman Barbara Lee with the Clint Hockenberry Leadership Award for her lifelong dedication to achieving an AIDS-free generation, including authoring or co-authoring every major piece of federal HIV/AIDS legislation since she was elected. Bruce Vilanch received the inaugural Bill Hirsh Award for his extraordinary record of volunteering his voice, time, and talent in support of organizations serving people living with HIV/AIDS, and Michael Rooney was named Attorney of the Year for contributing over 200 pro bono hours in 2023. **Thanks to the generosity of our guests and sponsors, we raised over \$260,000—an all-time high—to support ALRP's services.**

2024 SPONSORS

Presenting Sponsor

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*Join us for our 42nd Anniversary
Annual Reception on Thursday,
October 23, 2025!*



Former Mayor and Speaker of the Assembly Willie Brown presents the Clint Hockenberry Award to Congresswoman Barbara Lee



ALRP Co-Founder Fred Hertz presents Bruce Vilanch with the inaugural Bill Hirsh Award



ALRP Panel Attorney Michael Rooney is presented with the Attorney of the Year award by his client, Z Smith



Special Guest Host Marga Gomez with honoree Bruce Vilanch



Pillsbury guests Ben Schafer, Andrew Morton, ALRP Board Member Zandir Morton, and Neil Smolen



Stephen Fronk of Sidley Austin with Trent Norris of Hogan Lovells



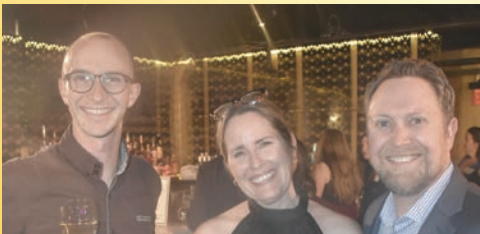
Greenberg Traurig guests Kristin O'Carroll, Kate Wittlake, Diana Liu, and Cindy Scribe



ALRP Board Member Adrian Rios Ojeda with Josh Parr of Fenwick



Orrick guests Daniel Justice and Matt Hammel pose with their silent auction winnings



Nixon Peabody guests Filip Bozinovic, Dawn Valentine, and Matt Richards



Samir Abdelnour of Hanson Bridgett with Andrea Fitanides of Morgan Lewis



Seyfarth Shaw guests Emily Bieber, Matthew Mason, Ari Hersher, and Par Vafaenia



ALRP Board Co-Chairs Scott Zimmermann of Wilson Sonsini and Jackie Gross of Zscaler with Panel Attorney Emily Nugent (center)



Alan So, Alison Curtis, Greg Smith, and Cody Davidow of SKONA



Max Alderman and Ben Cole, guests of Keker, Van Nest & Peters LLP

Supporters

Thank you to everyone who supported ALRP in 2024!

+ Donor for 10+ consecutive years

^ Monthly sustainer

Government

San Francisco Department of Disability and Aging Services
San Francisco Department of Public Health+
San Francisco Mayor's Office of Housing and Community Development+
State Bar of California+

Foundations/Corporations/Organizations

\$50,000+

California Access to Justice Commission
Gilead Sciences, Inc.+
The Williams & Hart Rainbow Fund of Horizons Foundation

\$10,000 – \$49,999

AIDS Walk San Francisco Foundation+
Bigglesworth Family Foundation
Bothin Foundation
van Löben Sels/RembeRock Foundation+

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Cisco Systems, Inc.
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Kirkland & Ellis LLP
Morrison & Foerster Foundation
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NVIDIA
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Matt and Krista Easton
Taylor Gooch and Samuel Bowman
Amanda Schapel and Patrick Marks+
Ashley Wagner
Scott Zimmermann and Drew Mesomsub

\$2,500 – 4,999

D. Cameron Baker and Samantha Kruger^
Zachary Barulich and Derek Jacobsen
Barbara Bentley

Marc DeZordo and Robert McCaffrey
Amy Eskin and Mitchell Shapson^
Robert Esposito+
Ally Givens
Zandir and Andrew Morton
Alan So
Michael Steel and Jim Coletti+
Jeff Wiggins+

\$1,000 – 2,499

Anonymous (2)
Alex Barata
Sarah Bauer
Rob Brambley, Francisco DeLeon, and Matt Foreman
Christopher Brown
Karl Christiansen+
Seth Cohen
Tom Davidson
Grace Davis Fisher^
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