Mission
Connecting people with the world of ideas and information.

Vision
It is the Library’s vision to:
• Excel in customer service
• Be the first choice for information
• Anticipate and meet changing needs
• Assure equitable access to the Library’s resources and services
• Be a dynamic force in the community

Values
• Open Access
• Customer Focus
• Excellence
• Growth and Innovation
• Good Stewardship

Message from the Board President and Director

2008 was the Library’s busiest year ever. Circulation and use of the Library’s online resources reached all time highs. Reference questions, program attendance, and the number of visits to the Library also grew dramatically. Among the many improvements added in 2008 were a new KidSpace website, three homework centers, the addition of free wireless Internet access and productivity software at all Library locations, and the implementation of an entirely new Main Library service model. Efforts to improve kindergarten readiness were expanded, self-service checkout was offered at our highest circulating locations, and centralized renewal and online credit card payments for Library fines became available.

Our excellence was nationally recognized. For the third consecutive time, in 2008 we were ranked in the top 10 in Hennen’s American Public Library Ratings for libraries serving a population of 500,000 or more. Our Main Library, with circulation of more than 4 million annually, was named as the busiest library building in the country—busier than the central libraries in New York, Los Angeles, Chicago, or Seattle. Clearly our Library is needed and being more heavily relied upon than ever before, especially during these economically challenging times. We are proud of our accomplishments and the high quality services offered to our community from early childhood literacy programs to support for job searching, workforce development, and small business growth.

Our successes over the past year reflect the hard work and effort of many different talents on the Board, staff, and volunteers, as well as the ongoing support of many different community partners, generous donors, and loyal library users. We look forward to a new year of accomplishment in 2009.

2008 Board of Library Trustees
Delaan A. Gettler, President
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Executive Director
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15.6 million
You borrowed 15,627,452 items—an increase of 750,000 over 2007

2.1 million
You received 2,123,186 answers to reference questions—a 27% increase over 2007

9.5 million
You had access to a collection of 9,530,479 items

87.3 million
You accessed the Library’s online resources at www.cincinnatilibrary.org
87,344,129 times—a 23% increase over 2007

5.6 million
5,661,940 people visited the Library’s 41 locations

1/4 million
A total of 241,552 families & individuals actively used your library cards

324,000
324,328 children, teens & adults enjoyed 14,567 free programs including those for youth with special needs, seniors & adults in retirement centers
Energizing Downtown with Transformed Main Library

In February, a totally redesigned new service model for the Main Library was fully implemented. New offerings include the extremely popular TechCenter with 99 computers, the 8,000 square-foot TeenSpot designed to support diverse activities and study needs of young people ages 12–18, and Homework Central, a new place for younger students to get help with schoolwork. Quiet study areas were created as well as group study spaces. The community has embraced the transformed facility. With its vibrant color schemes and light-filled open floor plan, the “new” Main Library is an exceptionally inviting gathering place and information center.

Although the total reorganization of the Main Library was based on using exhaustive data analysis, conducting focus groups, analyzing statistics, reviewing successes of peer libraries, and studying trends and projections, the proof of its success is in the tremendous increase in usage.

- In 2008 over 1.3 million visitors came to the Main Library or more than 110,000 each month.
- Area residents borrowed nearly 4.4 million items in 2008 from the Main Library—up more than 16% over 2007.
- 36,455 people took advantage of programs hosted at the Main Library—up 31% over 2007.
- Reference service also increased in 2008 by 21% at the Main Library.
- Other clear indicators of success include the busy TechCenter with nearly 100 computers in constant use, the popularity of new self-service check-out and self-service holds, an exciting TeenSpot filled with teens from throughout the region, and the number of students receiving tutoring and homework assistance in Homework Central.
- Incredibly, this successful new service model saves more than $1 million annually!

New services were added and existing services enhanced. Self-check machines accepting credit cards and express holds add to the conveniences that include free wireless Internet service throughout the building, an ATM, a café, The Friends’ Shop offering research supplies and exceptional used books, and drive-through window for easy pickup and drop off of materials.

Developing young minds for lifelong success

For the 4th year in a row, our Main Library was the busiest public library building in the country! With circulation up by more than 600,000 in 2008, it’s likely this distinction will be repeated next year!

Former subject departments were reorganized into the Popular Library, Genealogy & Local History Department, and convenient one-stop Information & Reference Department.

The Early Learning Express project was implemented with a Library Services and Technology Act (LSTA) grant awarded through the State Library of Ohio and matching funds provided by the Friends of the Public Library. The project focuses on delivering books and supplementary materials to create a rich literacy environment and training for in-home childcare providers and the children under their care from low-income urban families.

More than 133,000 children under the age of 7 participated in age-appropriate Storytimes and other listening and language-building programs in the past year. These included Library Babies for newborns to 2 years, Movers & Shakers and Touchers & Feelers for toddlers, Preschool and Bedtime Storytimes, Read Alouds and Book Breaks, as well as Bilingual and Family Storytimes.

The Library continued to play an active role in the Ohio Ready to Read project, a statewide effort to improve kindergarten readiness for the over one third of Ohio’s children arriving on their first day of school not prepared to succeed as learners. Public libraries, through the Ohio Library Council and the State Library of Ohio, are partners reaching out to these children to help make a difference.

To further bridge the reading readiness gap, the Library partners with United Way/Success by 6 ® to train parents and child care providers in Shared Reading, a simple yet very effective method for improving children’s language skills and fostering a love of books.
To foster a love of reading and continuous learning, the Library offered a wide variety of services and resources to meet students’ diverse needs at 41 convenient locations and online 24/7. For school age children a rich array of afternoon and special weekend programs remained exceptionally popular, demonstrating the importance of the Library to the lives of the students (and their parents).

Nearly 27,000 area kids and teens were encouraged to keep up their reading skills during June and July by participating in the 35th annual summer reading program. Entertain Your Brain offered a line-up of poetry slams, readers’ theater, music and dance, plus gaming and movie events as well as chance to compete in the first TeenTube Challenge by making a video about “How the Library Entertains My Brain.” Contributing to the huge success of ReadQuest were the 250 teen volunteers who helped out with distributing prizes and many other tasks to keep the program running smoothly. The Cincinnati Reds provided 1,000 game tickets that were given to the teen volunteers in appreciation for their invaluable assistance.

Bolstering Success in School

Tales to Tails, encouraging reluctant and emerging readers to practice their skills in a safe and fun environment by reading to a dog, was in such demand that it was expanded to 10 locations.

Beginning in September through a partnership with the Urban League of Greater Cincinnati, the Avondale and Price Hill branches became the first branch libraries in our system to have homework centers as well. As Urban League “Centers for Excellence,” homework assistance is provided to children grades K through 8 five days a week at the two branch libraries. The students being served have academic need and/or are enrolled in schools designated by the state as in need of improvement. The program has proven to be very successful and extremely beneficial to the children in these communities.

In addition to three physical homework centers, students in Greater Cincinnati have access to exceptional academic assistance online. Homework Chat (powered by Brainfuse) offers comprehensive homework help with live tutors 7 days a week, as well as skills-building lessons aligned to state standards, a 24-hour writing lab, and full Spanish-speaking service.

Homework Central, a new service implemented as part of the Main Library for the 21st Century reorganization, opened for students in grades K-12 and their families to work with tutors 7 days a week for help with homework and school projects. The department offers computers, printers, Internet and database access, word processing and other productivity software, educational books and games, and school supplies in a safe, quiet, nurturing environment for study.

In addition to providing homework assistance for students afterschool and on weekends, Homework Central offered several program series, such as Ohio Achievement Test Prep, week-long Brain Camps that focused around themes geared for specific age groups, and Internet and computer training classes for adults.

Helping Students Succeed at Homework
In January 2008, the TeenSpot opened at the Main Library. Created with extensive input from teens as part of the new Main Library service model, this new department was designed to exclusively support the needs and interests of teenagers. From its new home on the second floor of the North Building, the TeenSpot is a welcoming, inviting place for teens looking for a spot to work on homework, browse teen materials, and use an array of new technologies. Two dozen computers feature a wide variety of technology and software applications, including iTunes, Windows Media Player and Movie Maker, Audacity Audio Editor, Windows Live Messenger, Mavis Beacon Teaches Typing Software, multiple USB ports, media card readers, headphone slots, and DVD/CD burners.

System wide the most overwhelmingly well-attended programs for teens continued to be anime and gaming—from traditional board games like Monopoly and Chess to all kinds of e-games such as PS2, Wi, and X-Box. More serious programs that attracted wide teen interest were babysitting workshops, job fairs, and the College Resource Centers, staffed with volunteers from the Cincinnati Youth Collaborative.

This year marked the 11th anniversary of Teen Read Week. The theme, “Books With Bite @ Your Library,” encouraged teens to read books and graphic novels just for the fun of it. To celebrate Teen Read Week, the Library hosted a wide variety of programs aimed at encouraging teens to use the library such as book clubs, movie nights, pumpkin decorating, craft programs, gaming, and food fear factor.

A wide range of free programs are offered to assist individuals with achieving their professional goals. These include a series called Entrepreneur Express to orient prospective and new business owners with the Library’s resources and services. In-depth workshops are presented collaboratively by SCORE to teach the skills of building a successful business step-by-step in order to reduce the market entry cost to prospective small businesses.

The wealth of resources and services for businesses and entrepreneurs available at the Library continues to grow. Whether the latest in electronic business databases, the most-talked-about books on brand management, or the results from the newest government study—the Library has it all and more.

With just a library card, users have free 24/7 access to databases that are very expensive to use on their own such as ReferenceUSA, Business Source Premier, and Business NewsBank. Among its outstanding applications added to our collection in 2008 are DemographicsNow, that can create customized reports and maps that analyze the demographics and market potential for any geographic area in the U.S., and Small Business Resource Center. The content of this database spans all major areas of starting and operating a business, including accounting, finance, human resources, management, marketing, tax planning, etc. It also offers hundreds of sample business plans from the Business Plan Handbook Series.

At the Main Library, the Small Business Resource Center provides information on every aspect of the management, planning, finance, tax planning, and legal requirements of starting a small business, as well as information on industry and market analysis, all in one convenient location.

Library programs focusing on patent searching and invention marketing have generated interest in the invention process among teens and adults. As an official Patent & Trademark Depository library since 1871, the Library has all U.S. patents and trademarks back to 1790 as well as all the search tools to conduct a patent or trademark search. Our Library offers inventors and small businesspeople free entry to the special PubWEST and CASSIS databases that are available only at PTD libraries, many free programs, such as the Power of Patents, and monthly meetings of the Cincinnati Inventor’s Council.

Individual investors also make excellent use of the extensive resources available on investment strategies and personal finance. Meeting room space is provided at most of our 41 locations to encourage exchange of ideas and social interaction through convening of community groups sharing common goals. And, U.S. passport applications are accepted 7 days a week at the Main Library’s Information & Reference service desk.

Because of our status as a federal, state, and United Nations depository library, we have access to a huge collection of documents from all levels of government from local to international.
The Library provides job search assistance by conducting career development programs and by helping job seekers choose from the enormous collection of print and non-print materials available on all facets of career exploration and getting a job. People can find employment through websites with thousands of job listings, research potential employers, fill out job applications online, and design professional-looking resumes on the Library’s computers using productivity software available at all 41 library locations.

In response to increased demand, a number of additional workforce development related programs and services were developed. Timely programs were presented by a PNC Bank instructor in October on Financial Health that included programs on Understanding Credit Reports, Making the Most of Your Paycheck, Handling Credit and Debt Wisely, and Personal Finance 101. Additionally, the Library is partnering with the Superintendents Center to provide workshops throughout Hamilton County on effective job search techniques and interview skills, as well as surviving job loss and financial management.

The Career Resource Center, developed as part of the Main Library redesign project, offers resources to assist users in their job search with career guides, company directories and information, books on interviewing and writing a resume, and an array of related online resources. The Center also conducts Jobstart, a series of free programs for job seekers and the Library’s teen job fairs give young people an opportunity to meet employers, learn about what they look for in new employees, and pick up applications from area businesses.

A significant number of area residents don’t have Internet access at home. For these people, the public library provides access to new technologies, computers, and training necessary to reduce barriers to employment. By the same token, as more and more governmental agencies require citizens to fill out their forms online, the Library has become a virtual city hall. Our computers are an easy way for many people to learn about social services and sign up for emergency relief, food stamps, Medicaid, and other essential government services. Those applying for assistance through Hamilton County Job and Family Services may now have their paperwork faxed via any library location at no cost instead of having to present documents in person at a County office.

Adult Basic and Literacy Education (ABLE) Classes are offered in partnership with Cincinnati Public Schools for those studying for a Graduate Equivalency Diploma (GED) to enhance their employability. For the past six years, the Library has also offered GED practice testing, with 3,325 individuals taking the test over that time period. Recent immigrants were offered English for Speakers of Other Languages (ESOL) programs to help them improve their English and practice English conversational skills.

Online courses on grammar for writing, practical math, reading comprehension, resume and interview skills, basic Spanish instruction and more are available. In addition, we provide easy access to practice tests ranging from college entrance exams to health and civil service careers. And finally, the Grants Resource Center, also located at the Main Library, holds workshops monthly on Introduction to Grants and Grant Proposal Basics. Finding grant monies is an increasingly challenging undertaking, so the assistance and resources provided by the GRC is a tremendous help in guiding users through the process.

These new and existing services and programs further highlight the important role the Library plays in the community, especially during tough economic times.
Creating a Community of Readers

The Public Library plays an important role in the community by promoting continuous learning and love of reading through exceptional resources and stimulating programs for all ages.

The diverse lineup of author talks proved popular especially acclaimed author and illustrator David Macaulay, who spoke at the Main Library on June 14 in conjunction with the opening of an exhibit of his work at the Cincinnati Art Museum and the Fitton Center for the Creative Arts. New York Times best-selling mystery writer Sara Paretsky also drew an avid audience when she spoke at Memorial Hall on January 17.

The adult title for the 7th annual On the Same Page, our community-wide reading project, was Coal Black Horse by Robert Olmstead. This book selection lent itself well to a wide range of collaborative programs and was officially launched with a Civil War History Day at the Main Library on February 24 that featured period music and children’s games, informative sessions on Civil War genealogy research, and historical re-enactments. The teen title selection for 2008 was Bronx Masquerade by Nikki Grimes, a prolific writer, poet, performer, and artist. Staff selected this book from a “short list” of five titles recommended by a panel of 11 teens.

The Library honored the 65th Anniversary of King Records with exhibits and programs at the Main Library that highlighted the history and achievements of this innovative Cincinnati company as well as its impact on pop culture, the music industry, and our city. Two panel discussions were held on May 10 and from July 3 – September 4, King Records: A Cincinnati Legacy was on view in the Cincinnati Room, showcasing photographs, publicity shots, 78 rpm records, and advertising material.

The concert commemorating the 65th Anniversary of King Records held on August 3 was hosted by WNKU-FM’s Mr. Rhythm Man, left who poses with noted funk performer Bootsy Collins.

In January, the Library unveiled its third wiki. The Victorian Valentines Wiki showcases the Library’s collection of over 300 Victorian valentines including 10 valentines with moveable parts. The valentines that incorporate movement include still shots as well as a .gif (Graphics Interchange Format) image to show how the valentine looks with movement.

Generals were delighted when the Virtual Library posted links to the first 20 Cincinnati City Directories digitized in February. The online digitized directories allow users to access these materials whenever and wherever they would like and are also fully searchable, making them far easier to use.

Digitization enabled the Nantucket Historical Association and our Library to bring together the whaling logs of two sister ships for the first time in 200 years. The sister ships were captained by cousins and since the ships traveled together, a user can now read online two separate versions of the same event told from the point of view of two different ships.

In August, the Library digitized the recorded music played from eight piano rolls in our collection as well as 11 piano rolls from Harry Garrison’s personal collection to include in the Virtual Library. This enables Library users to hear the music stored on these rare piano rolls. The Friends of the Public Library supplied the funding to rent the recording equipment. In addition to having the recorded music available on the Virtual Library, a short video showing how a player piano is played is featured.

Reaching Out Online to the Global Community

To provide greater access to print materials with local significance, the Library expanded its use of technology through a digitization project funded in late 2007 by a Library Services and Technology Act grant awarded by the State Library of Ohio. With this grant we purchased equipment that can scan books, photos, newspapers, and other items in our collection to make the content available to researchers as close as the nearest school or around the world. Digitized material is easily accessible through the Internet to users who don’t need to physically go to the Library. By creating an accessible facsimile, this process also helps to preserve the fragile original material.

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The Library continued to strengthen partnerships with many community organizations it has collaborated with in the past and also forged new relationships to work toward shared goals. Representative of this cooperative approach is a diverse partnership that came together to plan the region’s commemoration of the bicentennial of Abraham Lincoln’s birth. Planning partners were former Ohio Senate President Richard H. Finan, Greater Cincinnati TeleVision Educational Foundation-CET, the National Underground Railroad Freedom Center, The Jacob Rader Marcus Center of the American Jewish Archives, and the Cincinnati Museum Center.

“The Lincoln Legacy: A Cincinnati Celebration of Freedom” launched on February 8 in Lytle Park in front of the statue of Abraham Lincoln with cannon fire by American Civil War reenactors Battery A, 1st Ohio Statehouse Light Artillery. This was followed by comments from noted journalist Nick Clooney and Caroline Van Deusen, the Ohio State Liaison to the National Abraham Lincoln Bicentennial Commission Governors’ Council.

The second annual Books by the Banks, the region’s premier book festival, was held on November 1. Its huge success was due to the exceptional partnerships among the public, cultural, and commercial planning organizations. Along with the Library, these were CET, the University of Cincinnati Libraries, Mercantile Library, Cincinnati Magazine, and Borders. The festival, which was free and open to the public, gave attendees an opportunity to meet over 100 local and nationally known authors and illustrators and purchase autographed copies of their works. This year’s festival featured a “Kids Corner” sponsored by Target offering crafts and various book-related activities for children. Some highlights were panel discussions by Jarhead author Anthony Swofford, cooking demonstrations with Martha Stewart Living Television kitchen director Virginia Willis, a discussion on writing romance novels with best-selling author Jennifer Crusie, and tips about graphic novels with David Mack creator of the Kabuki series.

Loren Long was among the well-known authors and illustrators participating in the Books By The Banks book festival.

As part of the Lincoln Bicentennial celebration, Doris Kearns Goodwin, Pulitzer Prize-winning author of Team of Rivals: The Political Genius of Abraham Lincoln, gave the National Underground Railroad Freedom Center’s Theodore Berry Lecture on March 30 at Memorial Hall.

The Library and CET worked together on many additional projects including numerous on-demand videos for CETconnect. Among these were segments for the Bookshelf series featuring children’s librarians talking about outstanding new books for young readers, a panel discussion with History Detective host Wes Cowan about the Library’s digitization project, an interview with marionette master Kevin Frisch about his exhibit on view at the Main Library, and a piece highlighting a series of financial planning programs being presented at the Library.

The Library helped foster health literacy with a comprehensive collection of current resources on all aspects of health related issues. Numerous free programs were presented for children, teens, and adults on fitness, nutrition, disease prevention, and personal safety, including a series of after school programs promoting fun and healthy activities and nutritional snacks. The Library also began partnering with the Ohio State University Extension’s Expanded Food and Nutrition Education Program to provide nutrition information and cooking classes to adults in low-income neighborhoods.

Other outstanding partnerships included the Hamilton County Chapter of the Ohio Genealogical Society through co-sponsorship of programs and cross-promotion of services. For the third year, the Library partnered with our sister public libraries in the Tri-state on El Día de los Niños/El Día de los Libros or “Children’s Book Day,” an annual American Library Association sponsored event that celebrates reading for all children and families. The Library continued to collaborate with the Cincinnati Museum Center on events such as the annual Read Across America Seussabration on March 1 and The Freedom Sisters, the museum’s exhibit on women in the Civil Rights movement.
Enhancing the Quality of Life

In 2008 the Library reached farther and touched more people than ever before. Even so, there are many in our community who are unable to use traditional library materials and services. For these area residents, the Outreach Services Department (pictured above) provides a number of important services, including mailing over 6,000 books to the homebound, providing over 875 programs for children with special needs at area hospitals and schools, and delivering material to adults in over 160 nursing homes each month, assisted living facilities, community centers, and even correctional facilities each year. One of the largest and most important services offered by the department is the delivery of teacher collections. Last year over 500 teacher collections were delivered monthly to schools in Hamilton County. Since many schools no longer have staffed libraries, or libraries at all in many cases, teacher collections delivered to the school are often the only access students have to reading and research materials in the classroom.

Growing Into the Future

This past year, the Library celebrated the 100th birthday of its Northside Branch—the fourth of the Library’s seven Carnegie branches still operating to reach this milestone. Three branch libraries marked anniversaries at their current locations with open houses and special events including the Golden Anniversary of the Mt. Washington Branch at 2049 Beechmont Avenue, the 25th anniversary of the Miami Township Branch in its shared facility with the Senior Center, and the 10th anniversary of the Covedale Branch on Glenway Avenue.

Family Tree Magazine ranked our Library in the top nine genealogy libraries in the U.S. Our Library is noted as one of only six libraries with complete census collections, one of the three top map libraries, and one of only three libraries that Family Tree Magazine links to virtual tours.

More than 700 enthusiastic customers enjoyed a lively afternoon of games, crafts, karaoke and DDR contests, and a performance by members of Team Cincinnati as the Bond Hill Branch celebrated its first year in its new location. This new facility merged the former Bond Hill and Roselawn branches into the Cincinnati-Hamilton County Community Action Agency (CAA) headquarters. The Library’s Executive Director Kim Fender was selected as a 2008 Bridge Builder by the CAA in recognition for having partnered with the CAA to aid in the fulfillment of its mission.

Excellent Financial Stewardship

In 2008, the long freeze of state funding came to an end and the Library and Local Government Support Fund (LLGSF) was replaced with the Public Library Fund (PLF). The PLF remains our primary source of funding – 86.5% of all funding received in 2008. But in an ailing national economy, this new funding source failed to provide a much-needed improvement in our level of income. Our Library received $47.5 million in State funding in 2008 – almost $800,000 less than in 2007 and over $5.6 million less than in 2000.

Funding Outlook

The Ohio Department of Taxation estimates that funding will continue to drop in 2009; their estimate of $44.3 million represents a further annual reduction of over $3.2 million. Through 2006, the cost-cutting measures adopted to operate during the freeze of State income also generated a balance. This savings allowed the Library to continue to operate through 2007 and 2008 with insufficient funding, but it is now nearly depleted and is insufficient to meet the projected 2009 deficit.

Major Budget Cuts

Our Library has been a good steward of public funds. For the past several years we have worked hard to find savings, cutting hours by 10%, reducing staff by more than 100 positions or over 10% of the staff, postponing capital projects, reducing or postponing raises, reorganizing the Main Library resulting in $1 million operating costs savings. But, despite these efforts our expenses continue to increase.

Stewardship

The Library once again received both the Auditor’s Award and also the Government Finance Officers Association Certificate of Achievement for Excellence in Financial Reporting for its comprehensive annual financial report (CAFR) for the 2007 fiscal year. This certificate is the highest form of recognition in governmental accounting and financial reporting. The Library has received this certificate every year since we began preparing CAFRs in 1993.

Revenues $54,954,419
- Public Library Fund 86.5%
- Contributions 5.4%
- Fines & Fees 3.6%
- Investment Return 1.8%
- Other Income 1.5%
- Restricted Grants 1.2%

Expenses $56,602,473
- Salaries & Benefits 64.8%
- Library Materials 14.7%
- Services 14.2%
- Supplies 2.0%
- Capital Improvements 2.4%
- Furniture & Equipment 1.8%
Funding for the Future

Your public library is a powerful place for personal growth. It’s a dynamic place, a place of opportunity for all. Many individuals, businesses and companies have supported our library improving lives every day by helping bridge gaps to a world of information and ideas. However, the cost of running one of the busiest public library systems in the nation continues to rise. Thank you to all of our donors whose contributions to the Library and its Foundation have helped purchase new books and materials for the collection, as well as grow programs and services for children, teens, and adults that advance St. Louis, lifelong learning, and technology skills. For questions related to giving opportunities, please contact the Development Office at (314) 369-4569.

$200,000+
Friends of the Public Library

$50,000+
Downtown Residents Council
Richard E. Huenefeld and Keith C. Kuhn
Estate of Virginia Allen
Wesley, and in honor of the birthday of Joseph Stern
Lewis, Margaret Long, Constance Mann, Gnethlein, Dave Hader, Richard E. Donald Driehaus, Lois Feist, Esther Xavier University in memory of

$500+
Association

$200+
Anonymous
Library Committee
Martha G. Anness
Frances A. Raschig Trust
Carl H. Lindner
Friends of the Public Library

$200+
Wesley, and in honor of the birthday of Joseph Stern
Lewis, Margaret Long, Constance Mann, Gnethlein, Dave Hader, Richard E. Donald Driehaus, Lois Feist, Esther Xavier University in memory of

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