

# 2019 Report to the Community

Hope and inspiration through community action...

William T. McNeely, Board President

Mary Lockhart White, Executive Director/CEO

# Community Action Partnership of Lake County BOARD of DIRECTORS 2019-2020

#### **OFFICERS**

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Mary Lockhart White, Anisa Jordan

Executive Director/CEO

#### The Promise of Community Action

Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live We care about the entire community, and we are dedicated to helping people help themselves and each other.

# Letter from the BOARD PRESIDENT

#### **Your Vote is Your Voice.**



When people in the United States think of voting they often think of participating in national presidential elections. However, city, county and state elections, as well as congressional races can be just as important as presidential elections. Local races in townships, villages and cities are often determined by just a few votes. Local elections can have a very large and more direct affect in our day-to-day lives.

If you sit on the sidelines during midterm or off-year elections, you have silenced your own voice. Important contests such as governor and mayoral races to city council and school board elections have a major impact on our communities.

"Local elections can affect school funding, property taxes, zoning, law enforcement, educational curriculum, city parks and recreation, local businesses, waste collection, sports arenas, public health, charity and benevolence, ...adult business zoning, marijuana laws, and many more aspects of our daily lives" says Dr. David Childs, Ph.D. Northern Kentucky University.

Your vote *is* your voice. Voting is a major component of a democratic society. To amplify your voice even more—run for a local office yourself!





#### **Mission of Community Action**

The Mission of the Community Action Partnership of Lake County is to reduce the causes and effects of poverty, promote self-sufficiency of families and individuals with low incomes and improve the standard of living in the Lake County service area by:

- Providing valuable education and training services to individuals and
- Providing affordable housing and energy assistance.
- Provide accessible and tailored business and development services.
- Advocating for the interests of individuals and families with low
- Supporting and coordinating services to other organizations.

HELPING PEOPLE. CHANGING LIVES.

# Letter from the EXECUTIVE DIRECTOR/CEO

#### COLLABORATION IS THE NEW CURRENCY FOR **NONPROFITS**

Collaborations enriched every aspect of Community Action Partnership of Lake County this year. We joined with experts, volunteers, donors and staff from across the County and State to enhance services for Lake County individuals and families.

Building collaborations requires strong leadership, and depends on trust, communication, and a shared vision and purpose. Public-Private partnerships expanded the number of households that could receive energy efficiency measures making their homes comfortable, safe, and heating bills more affordable. Bank partners brought new services to unbanked people, taught financial education and helped many reopen accounts. Volunteer scientists created learning activities for Head Start children. Retired executives worked with staff to achieve best practices. Corporate volunteers rehabbed townhouses for veterans.

There is no such thing as a small donor or a small donation. Each contribution we receive builds on top of the last, fills a gap and helps a family become whole.

On behalf of the Board of Directors, our staff and myself, we thank everyone who has helped us help others.

> "Alone we can do so little. Together we can do so much." -Helen Keller

HELPING PEOPLE, CHANGING LIVES

# **OUR HISTORY**

Community Action Partnership of Lake County (CAPOLC) is one of 1,100 agencies across the United States established under the Economic Opportunity Act of 1964 to fight America's War on poverty.

For 56 years, CAPOLC has administered Low Income Home Energy Assistance Program (LIHEAP), Head Start Early Childhood Development Program, Youth and Family Services (self-sufficiency case management, emergency assistance, summer camp and a food pantry), Home

Weatherization Assistance, Volunteer Programs, and Affordable Housing for low-income residents and military veterans.

In 2005, CAPOLC established and operated its first social enterprise, CAP Catering Services. CAPOLC now operates 3 social enterprise businesses in order to generate revenue and fulfill our mission. During the nineties, CAPOLC purchased 116 single and multi-family housing units to rent as affordable housing. Many single family homes bought by the agency were sold to lowincome individuals and families as they became self-



sufficient and more importantly, were ready to build assets for the future.

In 2013, CAPOLC established an independent Foundation to fundraise and secure private grant funding to ensure financial growth for the agency. Later that year, the Agency opened "Changing Lives" Upscale Resale Shop in Zion.

As new challenges arise in our communities, CAPOLC responds. Currently, the agency is transitioning 30 3-bedroom townhouses at Hervey Village in North Chicago, Illinois into permanent housing for homeless US Veterans with children. We have replaced Retired and Senior Volunteer Program (RSVP) with a broader volunteer program, and reinstituted Community Economic Development programs.

COMMUNITY ACTION PARTNERSHIP of LAKE COUNTY Continues Bold Local Initiatives to Support the Mission.

# **HEAD START MISSION STATEMENT**

Head Start is organized to serve children and families with culturally and economically deprived social status by offering a program to provide early formal stages of the child's educational experiences, basic health services, nutritional services, social services and parent engagement opportunities.



Head Start is an advocate to gain and protect the rights of children and the rights of those who provide love and care for children. It is a nurturing learning place for children and families.

Head Start provides a place and an opportunity for people to speak out on community issues and express concerns affecting them and their children.

Head Start establishes networking relationships with other child-centered organizations and collaborations with other providers to enhance economic and social

opportunities for Head Start families by sharing applicable information and giving a head start to those who are a part of this program.

To accomplish this mission, Head Start has a firm commitment to use goal setting techniques, mutual trust and clearly defined standards of performance to produce the highest quality of work by its personnel.

The child's entire family and the community must be involved. The strengths and unique experiences of each child should be developed. The family, which is the principal influence on the child's development and life, must be a direct participant in the total program, including its growth and activities.

A work climate that fosters openness, personal fulfillment and use of everyone's unique talents and responsibilities is essential to the accomplishments of our mission. These factors are necessary to meet the needs of families, parents, our community, our staff and our agency.

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# HEAD START OVERVIEW

Head Start is a national funded program that provides education, health, disability/mental health, nutrition and family support services to targeted low-income families with 3-5 year old children.

#### Education

Activities and goals are individualized according to each child's needs. Areas of development includes: language, literacy, math, science, creative arts, social, emotional and physical development. Children learn to problem solve and are prepared to succeed in kindergarten. Parents are informed and consulted as their child's first and primary teacher.

#### **Disability/Mental Health**

Head Start welcomes children with identified Individualized Education Programs (IEPs). These children will benefit from the individualized Head Start curriculum. Children can be dually enrolled in the local school district and Head Start.

Head Start has a mental health consultant who uses interns from Rosalind Franklin University to create Behavior Intervention Plans for our children, families and teachers.

#### Nutrition

Head Start children receive a daily well balanced diet according to standards set by the US Department of Agriculture. The staff Nutrition Coordinator consults with a Registered Dietician monthly regarding children with allergies, diet restrictions, who are overweight, and have special nutritional needs. Head Start children are taught family style serving and a enjoy a monthly food experience activity.

#### Parent, Family & Community Engagement

Parent and family engagement in Head Start is about building relationships with families that support family well -being, strong relationships between parents and their children and ongoing learning and development for both parents and children.

The Parent, Family and Community Engagement (FCE) Framework is a road map for progress in achieving the kinds of outcomes that lead to positive and enduring change for children and families.

Head Start endeavors to strengthen and support fathers as responsible providers and care givers for children by focusing on enhancing the tools needed to strengthen their families. CAPOLC Head Start provides a Fatherhood Initiative Program that is scheduled monthly during evenings. The objective is for men to leave the program with increased self-esteem; be able to set realistic goals; improve interviewing skills for employment readiness; develop strategies for being better parents and stabilize the home environment for the Head Start child; and develop tools to face the challenges of family community, vocational and civic leadership.

### SCHOOL READINESS STRATEGIES

#### **VISION**

- We provide services to families and children according to Head Start Criteria.
- We will keep staff focused through evaluation of self goals and values.
- We vision empowerment for our staff, parents and children through selfleaders, teamwork and affirmation.
- We motivate staff to create a climate of mutual trust and human values which takes precedence over individual power.



#### **Educational Philosophy**

Community Action Partnership of Lake County Head Start recognizes that each child is unique and different and should be treated with respect. These differences are valued will be considered as staff individualizes their plans to meet their educational needs.

The staff is highly trained and provides several different education experiences inside the classroom to adhere to all types of learning styles. The curriculum and assessment tool used reflects the School Readiness goals that have been created to meet the Illinois Early Learning Standards and the New Head Start Early Learning Outcomes Framework. The program strives to meet the needs of each child and advocate for parents to be their child's first teacher.

#### Curriculum

The program uses The Creative Curriculum for Preschoolers, Fifth Edition (Five Volumes Only). The curriculum utilized is research based and is directly in alignment with the Illinois Early Learning Standards, the New Head Start Early Learning Outcomes Framework, and the Teaching Strategies Gold online assessment tool. Creative Curriculum sets the classrooms up using a center model and encourages children to learn in each center through exploration. All teaching staff is trained annually on the usage of Creative Curriculum.

#### Screenings

All children are screened using BRIGANCE Head Start III developmental screening to identify potential delays within the first 45 days of the child starting the program. Each child also receives a Hearing and Vision screening within the first 45 days of the child starting the program. Staff collaborate to observe children and then a DIAL 4 screening is completed before referring families to their local school district.

#### **Assessments**

The program provides an online assessment tool through the use of the Teaching Strategies Gold system. The assessment tool is used to track the progress of the children and compiles reports to share with parents that identify if children are progressing at the correct age level. The assessment tool measures social emotional, physical, language, cognitive, literacy, mathematics, and English language acquisition skills. The Teaching Strategies Gold system is also available to help with lesson planning and individualizing goals for each child.

# HEAD START TRANSITION ACTIVITIES

Community Action Partnership of Lake County Head Start encourages families to become lifelong educators and learners. It is the responsibility of each staff person to encourage and support the engagement of parents in all aspects of early childhood education services.

Community Action Partnership of Lake County Head Start provides a **Children Family Enrichment Program** for Head Start parents and children. The program encourages parents to work on strengthening areas of their child's development by using items from the home, reading a book, or playing a game.

#### **GOALS**

- Contribute to the total development of the child (Social, Emotional, Nutritional, Educational, and Health).
- Give parents an opportunity to participate in the total program as volunteers and employees.
- Provide the first phase of educational background for children, including those with disabilities.

#### **VALUES**

Respect	Patience	Flexibility
Capacity to love/Care	Loyalty	<b>Good Listener</b>
Willing to Learn	Sharing	Understanding
Positive Attitude	Trust/Honesty	Tactful
Accept Constructive Criticism	Accountability	Cooperation

Budget and Budgetary Expenditures 2018-2019

Revenue \$5,365,931.00

Expenses \$5,365,931.00

Personnel	2,661,427.59	Other:	9,000
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Fringe Benefits 396,488.41 Rent 272,963.00

Supplies 74,413.00 Utilities/Telephone 65,000.00

Contractual 90,000.00 Child & Liability Ins. 61,689.00

Transportation 280.000.00 Repairs/Maintenance 20,000.00

Food—Children 350,000.00 Local Travel 6,000.00

Accounting/Legal Srv. 25,000.00

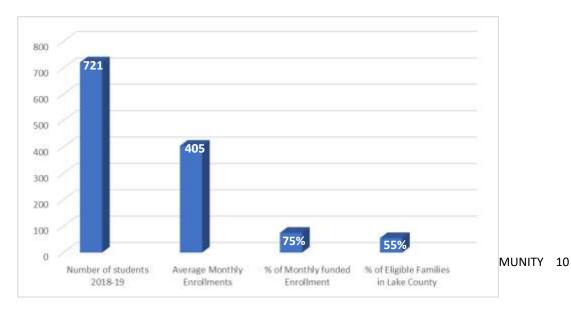
Advertising/Printing 4,000.00

Training/Staff Dev. 46,764.00

In kind Expense 1,003,186.00



# HEAD START—Early Childhood Development Program CUMULATIVE ENROLLMENT: 462 Children 2018-19 AVERAGE MONTHLY ENROLLMENT



# Winter 2018/2019 Child Outcomes Report LANGUAGE and MATHEMATICS

- 223 of 315 Lake County Head Start children scored at or above the Widely Held Expectations in Language.
- 92 children scored below the Widely Held Expectations in Language.
- 228 Of 315 Lake County Head Start children scored at or above the Widely Held Expectations in Mathematics.
- 87 children scored below the Widely Held Expectation in Mathematics.
- 218 of 315 Lake County Head Start children scored at or above the Widely Held Expectation in Literacy.
- 97 children scored below the Widely Held Expectation in Literacy.

#### MEDICAL, DENTAL, DISABILITY EXAMS

Percentage of children with up-to-date physical exams: 88.7%

Percentage of children with up-to-date dental exams: 84%

Percentage of Individual Education Plans (IEPs): 5.69%



#### PROGRAM SERVICES PARTNERSHIPS

Adopt-a-Family

**Avon Township** 

Busy Bee Children's Center

**Catholic Charities** 

Child and Family Connections

Child Care Coalition of Lake County

ChildServ

**ComEd Company** 

**COOL Ministries** 

Erie Family Health

Family Medicine Specialist

Family Services of North Lake County

First United Methodist Kitchen

Intervention Arms Medical Center

Lake County Ass'n for Home and Community Education

Lake County Child & Adolescent Behavior

Lake County Council against Sexual Assault

Lake County Health Department

Lake County Health Department: Screening,

**Assessment & Support Services** 

Lake County Housing Authority

Lake County Local Interagency Council for Early

Intervention

Lake County Mental Health

Love Inc.

Lake County TB Clinic

North Chicago Housing Authority

North Shore Baptist Ministers Alliance

North Shore Gas Company

Northern Illinois Food Bank

One Hope United, Early Head Start

**PADS/Connections** 

**Prairie State Legal Services** 

Public Defender of Lake County

Rosalind Franklin University of Health and Science

Shields Township

Smile of Illinois

Special Recreation Services of Northern Lake County

St. Paul Evangelical Lutheran Church

Teen and Single Mothers Inc.

The Haven/A Safe Place

Twice as Nice Mother & Child

U.S. Department of Vet Affairs, & Medical Center

U.S. Social Security Administration

**UIC Specialized Care for Children** 

United Way of Lake County

Warren-Newport Library

Waukegan Fair Housing Center

Waukegan Housing Authority

Waukegan Township

WIC

Workforce Investment Development Board

YouthBuild of Lake County

YWCA of Lake County

Zion Township

Zion Township Youth Services



## HEAD START CENTERS & PARTNERS

# **HEAD START CENTERS**

Alice Discovery Head Start

CAPOLC Early Childhood Learning Center

Newport Head Start, District 3

Round Lake Head Start

Spaulding, Gurnee District 56

Waukegan North Head Start

Zion Head Start

A Safe Place

Child Find

**Healthy Family Clinics** 

Lake County Health Dept. CABS

One Hope United

**UMMA** 

Warren Township

Zacharias

# **DISABILITY PARTNERS and School Districts**

Antioch School District #34

Arden Shore

Bannockburn School District #106

Beach Park School District #3

Big Hollow School District #38

CASA

Child & Family Connections

Clearbrook-Gonvick School Dist. #2311 Wauconda School District #118

Community Consolidated District #46 Winthrop Harbor School District 1

Fox Lake School District #114

Fremont School District #79

Gavin School District #37

Grass Lake School District #36

Gurnee School District #56

Hawthorn School District #73

Kildeer School District #96

Lake Bluff School District #65

Lake Villa School District #41

Libertyville School District #70

Mundelein School District #75

North Shore District 112

Round Lake School District #116

**SEDOL** 

Zion School District #6







#### ROOM RENTAL AVAILABLE - 250 CAPACITY &

#### CATERING • DECORATING

Full service catering onsite or offsite for meetings and parties to businesses and corporations in Lake County

CAP Catering venues are perfect spaces
for meetings and special occasions. Our catering
service offers food that appeals to the eyes and the
appetite. To order food, to request rental information
on our venues or to get Dining on Genesee special
event dates
call us TODAY.

We are available for all occasions!

CAP Banquet & Meeting Center—Glen Flora: Hours: Friday 6p-12a, Saturday & Sunday 6p-12a 1200 W. Glen Flora venue, Waukegan, IL 60085

CAP Catering Banquet Hall & Dining on Genesee: Hours: Sunday-Saturday 7:00a-12:00a 206 North Genesee Street, Waukegan IL 60085

Contact Carolina, Special Events Coordinator 847-249-4330 / cap.catering@caplakecounty.org for information or appointment

www.capcateringservices.com

# FINANCIAL SNAPSHOT

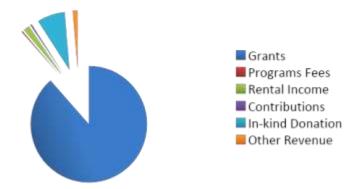
2019 Budget and Budgetary Expenditures

#### Community Action Partnership of Lake County

Financial Data Year ended December 31, 2019

REVENUE	
Grants	\$15,971,145
Program Fees	\$ 69,005
Rental Income	\$ 560,963
Contributions	\$ 108,250
In-kind Donation	\$ 687,102
Other Revenue	\$ 445,224
Total	\$17.841.691

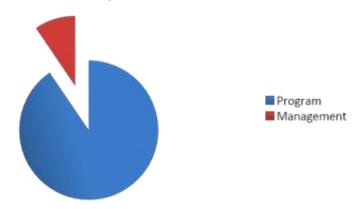
#### Revenue



#### **EXPENSES**

Program	\$16,057,522
Management	\$ 1,784,169
Total	\$17,841,691

#### **Expenses**



## PROGRAMS

#### **Affordable Housing**



#### **52**

Number of single family, townhouse and apartment rental units managed by Community Action Partnership of Lake County Housing Program. Tenants include military veteran families, and low-to-moderate income individuals and families

#### **Income Qualified Energy Efficiency Program**



#### **50**

Number of single houses in Lake County that received energy efficiency measures at no cost to the occupant(s).

#### 114

Number of multi-family units in Lake County that received energy efficiency measures at no cost to the occupant(s).

#### **Kids Club Summer Camp**



#### 149

Children 5-12 years of age from at-risk communities enjoyed fun-filled camp activities and field trips at affordable rates. Scholarships are available.

### PROGRAMS

#### **Low-Income Home Energy Assistance Program**



#### 8,329

Number of households that received heating & cooling bill payment assistance. 2019 benefits totaled \$3.5 million and averaged \$491 for Lake County recipients.

#### **Volunteer Program**



#### 60

Volunteers choose from one of our four volunteer programs. Individuals work in Head Start classrooms, the resale shop, administrative offices and agency events.

Corporate and other group volunteers work with the program director to set-up volunteer days. We have select volunteer slots for court-ordered community service volunteers.

#### **IL Home Weatherization Assistance Program (IHWAP)**



#### **103**

Houses in Lake County received energy conservation work at no cost to the homeowner. The program spent an average \$7,767 per house.

#### **Youth and Family Services**



#### 2,590

Individuals and families who received emergency assistance, food pantry donations, self-sufficiency case management or post-secondary scholarships. Students are awarded scholarships for accredited Illinois institutions of higher education or vocational training schools.

Funded by Community Services Block Grant

#### **Job Development**



#### **NEW**

CULINARY ARTS WORKFORCE DEVELOPMENT & STAFFING PROGRAM

This job development program is for catering chefs, line chefs, cooks, pastry chefs, bakers, assistant kitchen managers and food & beverage managers.

Funded by Community Services Block Grant

#### **Economic Development**



#### **NEW**

The Small Business Incubator program seeks to move talented individuals from self-employment to small business owners. Incubator is located in the Genesee Business Center.

Funded by Community Action Partnership of Lake County.











# VETERANS HOUSING and SUPPORT SERVICES

**Veterans Housing @Hervey** provides housing and support services for US Military Veterans and their children. There is a special emphasis on Women Veterans with children.

The project's goals are to provide stable housing for homeless and near homeless Veterans with children and to remove obstacles that are preventing these Veterans from receiving job benefits that will return them to self-sufficiency.

Community Action Veteran's Council represents a cross-section of veteran advocates and is a part of the Community Action Foundation of Northern IL. Community Action Partnership of Lake County and the Foundation's Veteran's Council partnered with 35 veteran medical and social service organizations, veteran clubs, advocacy groups, and Great Lakes military personnel to provide housing assistance and support services to veteran families.

**Volunteers** with North Shore Gas' *Home and Honor* program rehabbed townhouse units at Veterans Housing @ Hervey for the fourth consecutive year.



Polly Eldringhoff, director, North Shore Gas with Mary Lockhart White, CEO Community Action Partnership of Lake County.

Additional townhouse units were rehabbed Action Part through the Veterans Cash Lottery Program sponsored by the Illinois Department of Veterans Affairs.

For the third year, Buckingham Foundation volunteer crews completed home repair projects for senior veterans at Hervey Village.

**Community Action Partnership of Lake County** Board of Directors hosts a private fundraising dinner to help fund veterans support services provided by the agency.

# We Rise by Lifting Others

Robert Green Ingersoll

# **Donations Received** January, 2019—December 31, 2019

#### Company/Organization

Affiliated Consultants UHC

**Assurance Agency Ltd** 

**Assured Healthcare Staffing** 

**AT&T Illinois** 

**Buckingham Foundation** 

Cardinal Health

**Chocolate Chips Association** 

City of North Chicago

City of Waukegan

College of Lake County

**Employee Connection** 

**Express Employment Professionals** 

Debbie's Floral Shoppe

Fifth Third Bank

First American Bank

First Midwest Bank

Freedom One

Friends of Joyce Mason, District #61, IL General Assembly

Friends of Rita Mayfield, District #60, IL General Assembly

Gordon Food Service

**Hinkley Springs** 

**IACAA** 

Harbor Lites Chapter, The Links Incorporated

**January Accounting Services** 

Lake County Sheriff's Office

Leno's Sandwich Shop

Meeting Essentials, Inc.

**Mothers Trust Foundation** 

**NICASA** 

**NICOR Gas** 

North Shore Community Bank

Nielsen Massey Vanillas

North Shore Gas

Peoples Gas/North Shore Gas Community Fund

**PNC Bank** 

Prema

Prairie State Legal

Representative Brad Schneider, US

House of Representatives

Sikich

Trinity Insurance & Financial Consulting

**UMMA** 

VOYA

Walgreens

Waukegan Consolidated District 60

Waukegan Township

YouthBuild Lake County

YWCA Lake County

Zion Township



# We Rise by Lifting Others

# Donations Received continued January, 2019—December 31, 2019

#### Individual

Belcher, James & Marsha
Bell, Marie
Beltoya, Richard
Bembry, Marvin
Brooks, Pamela
Chilamkurti, Dr. Chinni
Cobb, Gwynnedolynn

Karen A. Courtney, Cunningham, Mary Ross Darling, Michael Dorfler, Darlene England, Sylvia **Ewing** Renee Jackson, Aki January-Fort, Sheila Johnson, Marsha Anisa Jordan, Kroencke. Mark

Levinson,

Richard

Mayfield, Bonnie
McNeely, William
Newsome, Edith
Rice, Nell
Roberson, Pastor Eugene
Rockingham, Mayor Leon Jr.

Schneider, US Congressman Brad
Smith, Stephanie
Springfield, Cynthia
Stitto, Denise
Swopes, Mary
Taylor, Barbara

Swopes, Mary
Taylor, Barbara
Trombino, Wesley T.
Walker, Katheryn
Wells, George
White, Mary Lockhart

Williams Wandy

Williams, Wendy

Woods, Dr. and Mrs. Essie Woods, Mary Carnes



# SOCIAL ENTERPRISES

**SOCIAL ENTERPRISES** provide valuable training opportunities and supportive jobs for those who have been excluded from the traditional labor market. Additionally, profits generated through the enterprises help reduce the agency's dependence on government funding.

https://www.capcateringservices.com



#### **Community Action Partnership Catering**

Our professional and devoted staff are experts at organizing & executing any and all types of events.

Service provides delicious food and courteous service at affordable prices.

We offer full-service off-site catering to local businesses and corporations for meetings as well as formal and casual dining and parties in the Lake County area.

#### **CATERING FOR A PURPOSE**

**OUR STORY** - History of CAP Catering Services

CAP Catering Services is Community Action Partnership of Lake County's first social enterprise. It was established in 2005 when

Community Action Partnership of Lake County opened its newly built administrative and Head Start facility on 4.43 acres at 1200

W. Glen Flora Avenue in Waukegan, Illinois.

The new building included a commercial kitchen for meal preparation and a 200-capacity multi-purpose room.

Within our first year, our event team began transforming the multi-purpose venue into beautiful spaces for all occasions.

CAP Catering Services began construction on *Dining on* Genesee our new 250-seat banquet venue and pop-up restaurant. The second location has expanded hours and services.



# SOCIAL ENTERPRISES

# CAP Changing Liver Upscale Resale Shop

"Changing Lives" Upscale Resale Shop has a wide variety of merchandise such as: professional, formal and casual clothing for the entire family, business and home furniture, home décor, shoes, bath accessories, bedding, window coverings, artwork, books, toys, jewelry and more.

Most of our merchandise is gently used, but some items are donated directly from department stores. Our Shop occasionally carries designer and brand name clothing and accessories. Our gently used furniture ranges from vintage to high-end pieces, such as bedroom dressers and chests, end and side tables, living room sets, dinette sets, desks, bookcases, display cases, and children's furniture.



capt-shirts.com

**CAPt-shirts & More** is a social enterprise of Community Action Partnership of Lake County. When you shop at a non-profit social enterprise, your dollars are reinvested back into the local community.

Social Enterprises provide the same high-quality merchandise that you can find at for-profit on-line sites.

Visit our website to view a sampling of tee shirts, conference materials, and promotional items that can be customized for your company, social clubs, groups and reunions.









#### **Supporting Communities**

Ice Miller is proud to support the Community Action Partnership of Lake County. Our law firm supports more than 100 nonprofit organizations throughout our region. We are proud to work together with the Community Action Partnership of Lake County to build dreams in our community.

100+ years as Bond Counsel

300+ lawyers in Chicago, DuPage & other offices

Bloomington 309-445-6017 Chicago 312-726-7127 DuPage 630-955-6598

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