



**CREATE OPPORTUNITIES. REBUILD LIVES.**

## HOW Annual Report & 2016 Calendar



### JOIN HOW'S INITIATIVE FOR CHANGE!

#### What is HOW's Initiative for Change?

It is the recognition that an investment in a fellow human being is the most important one any of us can make. It is the understanding that everyone deserves safe housing, and that this is the foundation of a successful life. It is a movement to permanently end homelessness.

#### As part of the Initiative for Change, your gift goes further by:

- Providing HOW with a consistent source of income to support programming and direct services
- Efficiently contributing to HOW directly, reducing fundraising costs
- Investing in HOW's long-term goals, giving you direct access with periodic reporting
- Help provide vital sustaining support for HOW's life-changing services by joining our monthly or quarterly giving program.

**Join today by visiting [www.how-inc.org/getinvolved.html](http://www.how-inc.org/getinvolved.html)!**



1607 West Howard Street, Third Floor · Chicago, IL 60626 · 773-465-5770 · [how-inc.org](http://how-inc.org)

## Greeting from HOW CEO Britt Shawver and Board President James Fox

Dear Friends,

Together, we provided a home and stability to more than 900 of our neighbors that the world routinely overlooks. Often, single moms and their children turn to HOW to get themselves on the path to self-sufficiency and financial independence. It starts with housing but, HOW provides much more; intensive case management, job readiness and placement support groups, healthy living classes, afterschool programs for children to mention just a few.

Our successes are real and concrete: 96% of our families stay housed, our afterschool academic program young people achieved a 3.0 GPA ("B" average) for the last school year and 80 individuals got jobs.

HOW has great plans for 2016! We will be housing more homeless veterans, increasing the number of children reached through our afterschool and summer academic programs, and collaborating in new ventures to reduce overhead and increase funding.

Thank you for continued generosity and support. Together, we can make a world of difference in the lives of the homeless in our care.

Best regards,

Britt Shaver,  
HOW CEO

James Fox,  
HOW Board Chair



## Board of Directors

### OFFICERS

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Victoria Donati,  
*Vice President*  
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*Secretary*  
Sidley Austin LLP  
Member since 2010

Laurie B. Regenbogen,  
*Treasurer*  
Member since 2013

Harvey Adelstein,  
*Board Development Chair*  
Neal, Gerber & Eisenberg  
Member since 2013

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*Immediate Past President*  
Arnstein & Lehr, LLP  
Member since 2011

Britt Shawver,  
*Ex Officio*  
Housing Opportunities for Women  
Member since 1995

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Northern Trust  
Member since 2014

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National Association of Charter School  
Authorizers (NACSA)  
Member since 2014

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Member since 2015

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PricewaterhouseCoopers (ret.)  
Member since 2014

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Member since 2013

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Kirkland & Ellis LLP  
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Member since 2010

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Independent Management Consultant  
Member since 2007

Rachel Lei  
GATX Corporation  
Member since 2007

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The FERC Project - Natural Resources  
Defense Council  
Member since 2001

Laura Ricketts  
Chicago Cubs  
Member since 2001

Donna Welch  
Kirkland & Ellis LLP  
Member since 1997



## Housing

HOW housed 929 women, children and families in 374 apartments in Chicago. Thirty-eight apartments are in HOW-owned buildings and 336 are in rental units throughout various neighborhoods.

# January

| SUNDAY        |   |   |   |   |   |   | MONDAY |   |   |   |   |   |   | TUESDAY       |   |   |   |   |   |   | WEDNESDAY |   |   |   |   |   |   | THURSDAY |   |   |   |   |   |   | FRIDAY |   |   |   |   |   |   | SATURDAY |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |  |
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| December 2015 |   |   |   |   |   |   |        |   |   |   |   |   |   | February 2016 |   |   |   |   |   |   |           |   |   |   |   |   |   |          |   |   |   |   |   |   |        |   |   |   |   |   |   | 1        |   |   |   |   |   |   | 2 |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |  |
| S             | M | T | W | T | F | S | S      | M | T | W | T | F | S | S             | M | T | W | T | F | S | S         | M | T | W | T | F | S | S        | M | T | W | T | F | S | S      | M | T | W | T | F | S | S        | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T |  |

Martin Luther King, Jr. Day

New Year's Day



# HOW Very... Chicago

Annual Gala Dinner and Auction



## HOW Very Annual Gala Dinner and Auction

HOW celebrated the successes of our residents with 300 friends and supporters at the Radisson BLU in downtown Chicago. HOW honored Kirkland and Ellis, longtime provider of pro bono legal services; Michael Weed accepted the award on their behalf.

*February*

| SUNDAY                | MONDAY   | TUESDAY            | WEDNESDAY | THURSDAY   | FRIDAY                   | SATURDAY |
|-----------------------|--|--------------------|-----------|--|--------------------------|----------|
|                       | 1  | 2<br>Groundhog Day | 3         | 4<br>HOW Very...<br>Resilient<br>Annual Gala Dinner<br>& Auction | 5                        | 6        |
| 7                     | 8<br>Chinese New Year                          | 9                  | 10        | 11   | 12<br>Lincoln's Birthday | 13       |
| 14<br>Valentine's Day | 15<br>President's Day<br>Washington's Birthday | 16                 | 17        | 18   | 19                       | 20       |
| 21                    | 22   | 23                 | 24        | 25   | 26                       | 27       |
| 28                    | 29   |                    |           |  |                          |          |

January 2016

|    |    |    |    |    |    |    |
|----|----|----|----|----|----|----|
| S  | M  | T  | W  | T  | F  | S  |
|    |    | 1  | 2  |    |    |    |
| 3  | 4  | 5  | 6  | 7  | 8  | 9  |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 |    |    |    |    |    |    |

March 2016

|    |    |    |    |    |    |    |
|----|----|----|----|----|----|----|
| S  | M  | T  | W  | T  | F  | S  |
|    |    | 1  | 2  | 3  | 4  | 5  |
| 6  | 7  | 8  | 9  | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 |    |    |



## Career Services

Having regular sustainable income is critical to maintaining housing and providing dignity for our residents. Through HOW Career Services 80 individuals found jobs! An additional 130 people engaged in job readiness training, resumé writing and computer skills enhancement training.

# March

| SUNDAY   | MONDAY | TUESDAY | WEDNESDAY | THURSDAY          | FRIDAY   | SATURDAY |
|--|--------|---------|-----------|-------------------|--|----------|
| <b>February 2016</b><br>S M T W T F S<br>1 2 3 4 5 6<br>7 8 9 10 11 12 13<br>14 15 16 17 18 19 20<br>21 22 23 24 25 26 27<br>28 29 |        | 1       | 2         | 3                 | 4  | 5        |
| 6  | 7      | 8       | 9         | 10                | 11   | 12       |
| 13   | 14     | 15      | 16        | 17                | 18   | 19       |
| Daylight Saving Time Begins  |        |         |           | St. Patrick's Day |  |          |
| 20   | 21     | 22      | 23        | 24                | 25   | 26       |
| March equinox  |        |         |           |                   |  |          |
| 27   | 28     | 29      | 30        | 31                | <b>April 2016</b><br>S M T W T F S<br>1 2<br>3 4 5 6 7 8 9<br>10 11 12 13 14 15 16<br>17 18 19 20 21 22 23<br>24 25 26 27 28 29 30 |          |
| Easter   |        |         |           |                   |  |          |



## Support Services

Clients come to HOW with multiple barriers preventing them from achieving self-sufficiency, such as disabilities, lack of work experience, criminal history, or addiction. HOW's intensive case managers work with each individual to build positive relationships and develop the life skills needed to realize their independence.

April

| SUNDAY  | MONDAY  | TUESDAY       | WEDNESDAY     | THURSDAY      | FRIDAY                                  | SATURDAY      |
|---|---|---------------|---------------|---------------|---|---------------|
| <div>March 2016</div> <div> <div>S M T W T F S</div> <div> <div>1 2 3 4 5</div> <div>6 7 8 9 10 11 12</div> <div>13 14 15 16 17 18 19</div> <div>20 21 22 23 24 25 26</div> <div>27 28 29 30 31</div> </div> </div> | <div>May 2016</div> <div> <div>S M T W T F S</div> <div> <div>1 2 3 4 5 6 7</div> <div>8 9 10 11 12 13 14</div> <div>15 16 17 18 19 20 21</div> <div>22 23 24 25 26 27 28</div> <div>29 30 31</div> </div> </div> |               |               |               | <div>1</div> <div>April Fools Day</div> | <div>2</div>  |
| <div>3</div>  | <div>4</div>  | <div>5</div>  | <div>6</div>  | <div>7</div>  | <div>8</div>                            | <div>9</div>  |
| <div>10</div>   | <div>11</div>   | <div>12</div> | <div>13</div> | <div>14</div> | <div>15</div> <div>Tax Day</div>        | <div>16</div> |
| <div>17</div>   | <div>18</div>   | <div>19</div> | <div>20</div> | <div>21</div> | <div>22</div> <div>Earth Day</div>      | <div>23</div> |
| <div>24</div>   | <div>25</div>   | <div>26</div> | <div>27</div> | <div>28</div> | <div>29</div>                           | <div>30</div> |



## Thank you HOW!

HOW's clients achieve success because of YOU! Your support enables our clients to stay housed, find jobs and prepare their children for success.

May





| SUNDAY                     | MONDAY       | TUESDAY | WEDNESDAY  | THURSDAY | FRIDAY | SATURDAY |   |   |   |   |   |   |   |  |  |   |   |  |  |  |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |  |  |   |   |   |   |  |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
|----------------------------|--------------|---------|--|----------|--------|----------|---|---|---|---|---|---|---|--|--|---|---|--|--|--|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|---|---|---|---|---|---|---|--|--|---|---|---|---|--|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|--|--|
| 1                          | 2            | 3       | 4  | 5        | 6      | 7        |   |   |   |   |   |   |   |  |  |   |   |  |  |  |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |  |  |   |   |   |   |  |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| 8                          | 9            | 10      | 11   | 12       | 13     | 14       |   |   |   |   |   |   |   |  |  |   |   |  |  |  |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |  |  |   |   |   |   |  |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| 15                         | 16           | 17      | 18   | 19       | 20     | 21       |   |   |   |   |   |   |   |  |  |   |   |  |  |  |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |  |  |   |   |   |   |  |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| 22                         | 23           | 24      | 25   | 26       | 27     | 28       |   |   |   |   |   |   |   |  |  |   |   |  |  |  |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |  |  |   |   |   |   |  |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| 29                         | 30           | 31      | <div> <div>April 2016</div> <table> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td>1</td><td>2</td><td></td><td></td><td></td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr> </table> </div> <div> <div>June 2016</div> <table> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td></td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td></td><td></td></tr> </table> </div> |          |        |          | S | M | T | W | T | F | S |  |  | 1 | 2 |  |  |  | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | S | M | T | W | T | F | S |  |  | 1 | 2 | 3 | 4 |  | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 |  |  |
| S                          | M            | T       | W  | T        | F      | S        |   |   |   |   |   |   |   |  |  |   |   |  |  |  |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |  |  |   |   |   |   |  |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
|                            |              | 1       | 2  |          |        |          |   |   |   |   |   |   |   |  |  |   |   |  |  |  |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |  |  |   |   |   |   |  |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| 3                          | 4            | 5       | 6  | 7        | 8      | 9        |   |   |   |   |   |   |   |  |  |   |   |  |  |  |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |  |  |   |   |   |   |  |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| 10                         | 11           | 12      | 13   | 14       | 15     | 16       |   |   |   |   |   |   |   |  |  |   |   |  |  |  |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |  |  |   |   |   |   |  |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| 17                         | 18           | 19      | 20   | 21       | 22     | 23       |   |   |   |   |   |   |   |  |  |   |   |  |  |  |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |  |  |   |   |   |   |  |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| 24                         | 25           | 26      | 27   | 28       | 29     | 30       |   |   |   |   |   |   |   |  |  |   |   |  |  |  |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |  |  |   |   |   |   |  |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| S                          | M            | T       | W  | T        | F      | S        |   |   |   |   |   |   |   |  |  |   |   |  |  |  |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |  |  |   |   |   |   |  |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
|                            |              | 1       | 2  | 3        | 4      |          |   |   |   |   |   |   |   |  |  |   |   |  |  |  |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |  |  |   |   |   |   |  |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| 5                          | 6            | 7       | 8  | 9        | 10     | 11       |   |   |   |   |   |   |   |  |  |   |   |  |  |  |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |  |  |   |   |   |   |  |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| 12                         | 13           | 14      | 15   | 16       | 17     | 18       |   |   |   |   |   |   |   |  |  |   |   |  |  |  |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |  |  |   |   |   |   |  |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| 19                         | 20           | 21      | 22   | 23       | 24     | 25       |   |   |   |   |   |   |   |  |  |   |   |  |  |  |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |  |  |   |   |   |   |  |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| 26                         | 27           | 28      | 29   | 30       |        |          |   |   |   |   |   |   |   |  |  |   |   |  |  |  |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |  |  |   |   |   |   |  |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |
| John F. Kennedy's Birthday | Memorial Day |         |  |          |        |          |   |   |   |   |   |   |   |  |  |   |   |  |  |  |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |  |  |   |   |   |   |  |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |



## Gardening

HOW's summer camp program taught 50 young people the joy growing their own fruits and vegetables. This experience, combined with a rigorous classroom curriculum, reinforced the concepts of healthy nutrition, trying new foods, and cooking.

*June*

| SUNDAY       |    |    |    |    |    |    | MONDAY    |    |    |    |    |    |    | TUESDAY        |  |  |  |  |  |  | WEDNESDAY  |  |  |  |  |  |  | THURSDAY |  |  |  |  |  |  | FRIDAY |  |  |  |  |  |  | SATURDAY |  |  |  |  |  |  |  |  |  |  |  |  |  |
|--------------|----|----|----|----|----|----|-----------|----|----|----|----|----|----|----------------|--|--|--|--|--|--|--|--|--|--|--|--|--|----------|--|--|--|--|--|--|--------|--|--|--|--|--|--|----------|--|--|--|--|--|--|--|--|--|--|--|--|--|
| May 2016     |    |    |    |    |    |    | July 2016 |    |    |    |    |    |    |                |  |  |  |  |  |  | 1  |  |  |  |  |  |  | 2        |  |  |  |  |  |  | 3      |  |  |  |  |  |  | 4        |  |  |  |  |  |  |  |  |  |  |  |  |  |
| S            | M  | T  | W  | T  | F  | S  | S         | M  | T  | W  | T  | F  | S  |                |  |  |  |  |  |  |  |  |  |  |  |  |  |          |  |  |  |  |  |  |        |  |  |  |  |  |  |          |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1            | 2  | 3  | 4  | 5  | 6  | 7  |           |    |    |    |    |    | 1  | 2              |  |  |  |  |  |  |  |  |  |  |  |  |  |          |  |  |  |  |  |  |        |  |  |  |  |  |  |          |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 8            | 9  | 10 | 11 | 12 | 13 | 14 | 3         | 4  | 5  | 6  | 7  | 8  | 9  |                |  |  |  |  |  |  |  |  |  |  |  |  |  |          |  |  |  |  |  |  |        |  |  |  |  |  |  |          |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 15           | 16 | 17 | 18 | 19 | 20 | 21 | 10        | 11 | 12 | 13 | 14 | 15 | 16 |                |  |  |  |  |  |  |  |  |  |  |  |  |  |          |  |  |  |  |  |  |        |  |  |  |  |  |  |          |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 22           | 23 | 24 | 25 | 26 | 27 | 28 | 17        | 18 | 19 | 20 | 21 | 22 | 23 |                |  |  |  |  |  |  |  |  |  |  |  |  |  |          |  |  |  |  |  |  |        |  |  |  |  |  |  |          |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29           | 30 | 31 |    |    |    |    | 24        | 25 | 26 | 27 | 28 | 29 | 30 |                |  |  |  |  |  |  |  |  |  |  |  |  |  |          |  |  |  |  |  |  |        |  |  |  |  |  |  |          |  |  |  |  |  |  |  |  |  |  |  |  |  |
|              |    |    |    |    |    |    | 31        |    |    |    |    |    |    |                |  |  |  |  |  |  |  |  |  |  |  |  |  |          |  |  |  |  |  |  |        |  |  |  |  |  |  |          |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 5            |    |    |    |    |    |    | 6         |    |    |    |    |    |    | 7              |  |  |  |  |  |  | 8  |  |  |  |  |  |  | 9        |  |  |  |  |  |  | 10     |  |  |  |  |  |  | 11       |  |  |  |  |  |  |  |  |  |  |  |  |  |
|              |    |    |    |    |    |    |           |    |    |    |    |    |    | Ramadan starts |  |  |  |  |  |  |  |  |  |  |  |  |  |          |  |  |  |  |  |  |        |  |  |  |  |  |  |          |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 12           |    |    |    |    |    |    | 13        |    |    |    |    |    |    | 14             |  |  |  |  |  |  | 15   |  |  |  |  |  |  | 16       |  |  |  |  |  |  | 17     |  |  |  |  |  |  | 18       |  |  |  |  |  |  |  |  |  |  |  |  |  |
|              |    |    |    |    |    |    |           |    |    |    |    |    |    | Flag Day       |  |  |  |  |  |  |  |  |  |  |  |  |  |          |  |  |  |  |  |  |        |  |  |  |  |  |  |          |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 19           |    |    |    |    |    |    | 20        |    |    |    |    |    |    | 21             |  |  |  |  |  |  | 22   |  |  |  |  |  |  | 23       |  |  |  |  |  |  | 24     |  |  |  |  |  |  | 25       |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Father's Day |    |    |    |    |    |    |           |    |    |    |    |    |    |                |  |  |  |  |  |  |  |  |  |  |  |  |  |          |  |  |  |  |  |  |        |  |  |  |  |  |  |          |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 26           |    |    |    |    |    |    | 27        |    |    |    |    |    |    | 28             |  |  |  |  |  |  | 29   |  |  |  |  |  |  | 30       |  |  |  |  |  |  |        |  |  |  |  |  |  |          |  |  |  |  |  |  |  |  |  |  |  |  |  |
|              |    |    |    |    |    |    |           |    |    |    |    |    |    |                |  |  |  |  |  |  |  |  |  |  |  |  |  |          |  |  |  |  |  |  |        |  |  |  |  |  |  |          |  |  |  |  |  |  |  |  |  |  |  |  |  |

Ramadan starts

Flag Day

Father's Day



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Guildhall  
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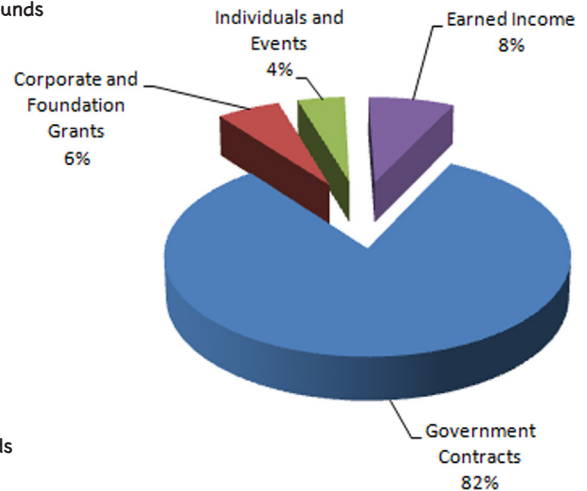
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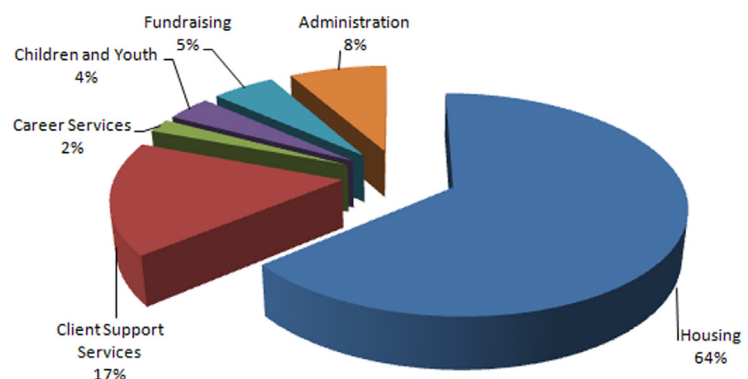
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FY 2015 Sources of Funds  
(unaudited)



FY 2015 Uses of Funds  
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We have made every effort to ensure our donor listing is an accurate account of all gifts received during our fiscal year of 2015. We regret any omissions or errors that may have occurred in assembling this list. To make a correction or to request further information, please contact Daniel Summins at (773) 465-5770 ext 269 or dsummins@how-inc.org.

# HOPE HOME



My favorite part about  
**HOW** are the family social  
 nights where we all get to  
 come together like a family to  
 eat pizza  
**THANK YOU!**

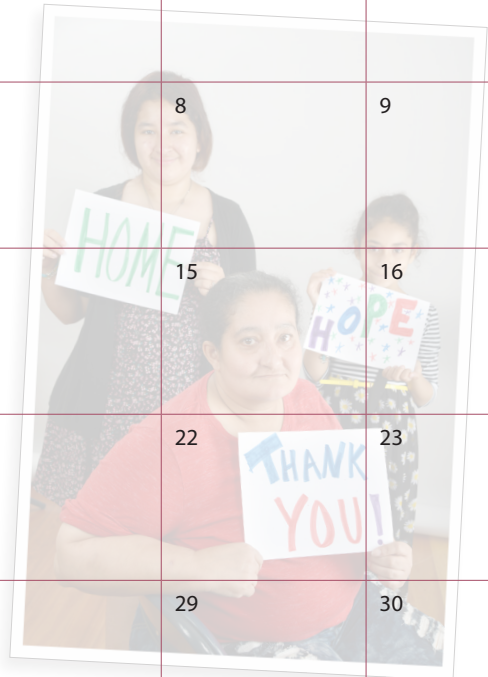


## Thank you HOW!

Every HOW client has a special and unique reason to be thankful. HOW clients share their reasons for their gratitude.

July

| SUNDAY   |  |  |  |  | MONDAY  |  |  |  |  | TUESDAY |  |  |  |  | WEDNESDAY |  |  |  |  | THURSDAY |  |  |  |  | FRIDAY |  |  |  |  | SATURDAY |  |  |  |  |
|--|--|--|--|--|---|--|--|--|--|---------|--|--|--|--|-----------|--|--|--|--|----------|--|--|--|--|--------|--|--|--|--|----------|--|--|--|--|
| June 2016<br>S M T W T F S<br>1 2 3 4<br>5 6 7 8 9 10 11<br>12 13 14 15 16 17 18<br>19 20 21 22 23 24 25<br>26 27 28 29 30 |  |  |  |  | August 2016<br>S M T W T F S<br>1 2 3 4 5 6<br>7 8 9 10 11 12 13<br>14 15 16 17 18 19 20<br>21 22 23 24 25 26 27<br>28 29 30 31 |  |  |  |  |         |  |  |  |  |           |  |  |  |  |          |  |  |  |  | 1      |  |  |  |  | 2        |  |  |  |  |
| 3  |  |  |  |  | 4   |  |  |  |  | 5       |  |  |  |  | 6         |  |  |  |  | 7        |  |  |  |  | 8      |  |  |  |  | 9        |  |  |  |  |
| 10   |  |  |  |  | 11  |  |  |  |  | 12      |  |  |  |  | 13        |  |  |  |  | 14       |  |  |  |  | 15     |  |  |  |  | 16       |  |  |  |  |
| 17   |  |  |  |  | 18  |  |  |  |  | 19      |  |  |  |  | 20        |  |  |  |  | 21       |  |  |  |  | 22     |  |  |  |  | 23       |  |  |  |  |
| 24   |  |  |  |  | 25  |  |  |  |  | 26      |  |  |  |  | 27        |  |  |  |  | 28       |  |  |  |  | 29     |  |  |  |  | 30       |  |  |  |  |
| Parents' Day<br>31   |  |  |  |  |   |  |  |  |  |         |  |  |  |  |           |  |  |  |  |          |  |  |  |  |        |  |  |  |  |          |  |  |  |  |





### Do you have an hour to spare?

Maybe you can read to a child or help maintain one of HOW buildings. Regardless of skill level your help is deeply appreciated. To volunteer please contact Daniel Summins at (773) 465 – 5770 ext 269 or [dsummins@how-inc.org](mailto:dsummins@how-inc.org)



### Community involvement / Volunteering

HOW is deeply ingrained in our community. Annually, we convene 30 local employers, service providers and community groups to share and discuss the most impactful ways to help our clients and neighborhood.

# August

| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY               | SATURDAY |
|--------|--------|---------|-----------|----------|----------------------|----------|
|        | 1      | 2       | 3         | 4        | 5                    | 6        |
| 7      | 8      | 9       | 10        | 11       | 12                   | 13       |
| 14     | 15     | 16      | 17        | 18       | 19                   | 20       |
| 21     | 22     | 23      | 24        | 25       | 26                   | 27       |
| 28     | 29     | 30      | 31        |          | Women's Equality Day |          |

July 2016

|    |    |    |    |    |    |    |
|----|----|----|----|----|----|----|
| S  | M  | T  | W  | T  | F  | S  |
|    |    |    |    |    | 1  | 2  |
| 3  | 4  | 5  | 6  | 7  | 8  | 9  |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 |    |    |    |    |    |    |

September 2016

|    |    |    |    |    |    |    |
|----|----|----|----|----|----|----|
| S  | M  | T  | W  | T  | F  | S  |
|    |    |    |    |    | 1  | 2  |
| 3  | 4  | 5  | 6  | 7  | 8  | 9  |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |





## HARVEST OF HOPE: HOW ANNUAL MEETING



## Annual meeting

HOW's annual meeting is always a great opportunity to celebrate our client's successes with our Board members, friends and supporters. Clients are thrilled to share their triumphant stories with the people who directly support them.

*October*

| SUNDAY  | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |   |   |   |   |   |   |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |   |   |   |   |   |   |   |  |  |  |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |   |
|---|--------|---------|-----------|----------|--------|----------|---|---|---|---|---|---|--|--|--|--|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|--|---|---|---|---|---|---|---|--|--|--|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|--|--|--|---|
| <div> <div>September 2016</div> <table> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td></tr> <tr><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> <tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td></td></tr> </table> </div> <div> <div>November 2016</div> <table> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td></td><td></td><td></td></tr> </table> </div> |        |         |           |          |        | S        | M | T | W | T | F | S |  |  |  |  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 |  | S | M | T | W | T | F | S |  |  |  | 1 | 2 | 3 | 4 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 |  |  |  | 1 |
| S   | M      | T       | W         | T        | F      | S        |   |   |   |   |   |   |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |   |   |   |   |   |   |   |  |  |  |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |   |
|   |        |         |           | 1        | 2      | 3        |   |   |   |   |   |   |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |   |   |   |   |   |   |   |  |  |  |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |   |
| 4   | 5      | 6       | 7         | 8        | 9      | 10       |   |   |   |   |   |   |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |   |   |   |   |   |   |   |  |  |  |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |   |
| 11  | 12     | 13      | 14        | 15       | 16     | 17       |   |   |   |   |   |   |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |   |   |   |   |   |   |   |  |  |  |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |   |
| 18  | 19     | 20      | 21        | 22       | 23     | 24       |   |   |   |   |   |   |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |   |   |   |   |   |   |   |  |  |  |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |   |
| 25  | 26     | 27      | 28        | 29       | 30     |          |   |   |   |   |   |   |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |   |   |   |   |   |   |   |  |  |  |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |   |
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| 6   | 7      | 8       | 9         | 10       | 11     | 12       |   |   |   |   |   |   |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |   |   |   |   |   |   |   |  |  |  |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |   |
| 13  | 14     | 15      | 16        | 17       | 18     | 19       |   |   |   |   |   |   |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |   |   |   |   |   |   |   |  |  |  |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |   |
| 20  | 21     | 22      | 23        | 24       | 25     | 26       |   |   |   |   |   |   |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |   |   |   |   |   |   |   |  |  |  |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |   |
| 27  | 28     | 29      | 30        |          |        |          |   |   |   |   |   |   |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |   |   |   |   |   |   |   |  |  |  |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |   |
| 2   | 3      | 4       | 5         | 6        | 7      | 8        |   |   |   |   |   |   |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |   |   |   |   |   |   |   |  |  |  |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |   |
| 9   | 10     | 11      | 12        | 13       | 14     | 15       |   |   |   |   |   |   |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |   |   |   |   |   |   |   |  |  |  |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |   |
| 16  | 17     | 18      | 19        | 20       | 21     | 22       |   |   |   |   |   |   |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |   |   |   |   |   |   |   |  |  |  |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |   |
| 23  | 24     | 25      | 26        | 27       | 28     | 29       |   |   |   |   |   |   |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |   |   |   |   |   |   |   |  |  |  |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |   |
| 30  | 31     |         |           |          |        |          |   |   |   |   |   |   |  |  |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |   |   |   |   |   |   |   |  |  |  |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |   |



## Veterans

Military veterans sacrificed to protect and serve our country. According to the City of Chicago Department of Family and Support Services 2015 Point-in-Time Homeless Count, 6,786 Chicago veterans were without a place to call home. By June 2016, HOW intends to house more than 30 U.S. veterans.

*November*

| SUNDAY  | MONDAY | TUESDAY        | WEDNESDAY | THURSDAY  | FRIDAY       | SATURDAY |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |   |   |   |   |   |
|---|--------|----------------|-----------|---|--------------|----------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|--|--|---|---|---|---|---|
| <div>October 2016</div> <table> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td>31</td><td></td><td></td><td></td><td></td><td></td></tr> </table> | S      | M              | T         | W   | T            | F        | S |   |   |   |   |   |   | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |    |    |    |    |  |  | 1 | 2 | 3 | 4 | 5 |
| S   | M      | T              | W         | T   | F            | S        |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |   |   |   |   |   |
|   |        |                |           |   |              | 1        |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |   |   |   |   |   |
| 2   | 3      | 4              | 5         | 6   | 7            | 8        |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |   |   |   |   |   |
| 9   | 10     | 11             | 12        | 13  | 14           | 15       |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |   |   |   |   |   |
| 16  | 17     | 18             | 19        | 20  | 21           | 22       |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |   |   |   |   |   |
| 23  | 24     | 25             | 26        | 27  | 28           | 29       |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |   |   |   |   |   |
| 30  | 31     |                |           |   |              |          |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |   |   |   |   |   |
| 6   | 7      | 8              | 9         | 10  | 11           | 12       |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |   |   |   |   |   |
| Daylight Saving Time Ends   |        | Election Day   |           |   | Veterans Day |          |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |   |   |   |   |   |
| 13  | 14     | 15             | 16        | 17  | 18           | 19       |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |   |   |   |   |   |
| 20  | 21     | 22             | 23        | 24  | 25           | 26       |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |   |   |   |   |   |
|   |        |                |           | Thanksgiving Day  |              |          |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |   |   |   |   |   |
| 27  | 28     | 29             | 30        | <div>December 2016</div> <table> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td></tr> <tr><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> <tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td></tr> </table> |              |          | S | M | T | W | T | F | S |   |   |   |   | 1 | 2 | 3 | 4 | 5 | 6  | 7  | 8  | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |  |  |   |   |   |   |   |
| S   | M      | T              | W         | T   | F            | S        |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |   |   |   |   |   |
|   |        |                |           | 1   | 2            | 3        |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |   |   |   |   |   |
| 4   | 5      | 6              | 7         | 8   | 9            | 10       |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |   |   |   |   |   |
| 11  | 12     | 13             | 14        | 15  | 16           | 17       |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |   |   |   |   |   |
| 18  | 19     | 20             | 21        | 22  | 23           | 24       |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |   |   |   |   |   |
| 25  | 26     | 27             | 28        | 29  | 30           | 31       |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |   |   |   |   |   |
|   |        | #GivingTuesday |           |   |              |          |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |   |   |   |   |   |



| SUNDAY  | MONDAY                           | TUESDAY | WEDNESDAY                    | THURSDAY | FRIDAY                   | SATURDAY                  |   |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |  |  |  |  |  |
|---|----------------------------------|---------|------------------------------|----------|--------------------------|---------------------------|---|--|--|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|--|--|--|--|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|--|--|--|--|--|--|--|--|--|
| <div>November 2016</div> <table> <tr> <td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td> </tr> <tr> <td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td> </tr> <tr> <td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td> </tr> <tr> <td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td> </tr> <tr> <td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td> </tr> <tr> <td>27</td><td>28</td><td>29</td><td>30</td><td></td><td></td><td></td> </tr> </table> | S                                | M       | T                            | W        | T                        | F                         | S |  |  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 |  |  |  | <div>January 2017</div> <table> <tr> <td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td> </tr> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td> </tr> <tr> <td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td> </tr> <tr> <td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td> </tr> <tr> <td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td> </tr> <tr> <td>29</td><td>30</td><td>31</td><td></td><td></td><td></td><td></td> </tr> </table> | S | M | T | W | T | F | S | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |  |  |  |  |  |  |  |  |  |
| S   | M                                | T       | W                            | T        | F                        | S                         |   |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |  |  |  |  |  |
|   |                                  | 1       | 2                            | 3        | 4                        | 5                         |   |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |  |  |  |  |  |
| 6   | 7                                | 8       | 9                            | 10       | 11                       | 12                        |   |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |  |  |  |  |  |
| 13  | 14                               | 15      | 16                           | 17       | 18                       | 19                        |   |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |  |  |  |  |  |
| 20  | 21                               | 22      | 23                           | 24       | 25                       | 26                        |   |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |  |  |  |  |  |
| 27  | 28                               | 29      | 30                           |          |                          |                           |   |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |  |  |  |  |  |
| S   | M                                | T       | W                            | T        | F                        | S                         |   |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |  |  |  |  |  |
| 1   | 2                                | 3       | 4                            | 5        | 6                        | 7                         |   |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |  |  |  |  |  |
| 8   | 9                                | 10      | 11                           | 12       | 13                       | 14                        |   |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |  |  |  |  |  |
| 15  | 16                               | 17      | 18                           | 19       | 20                       | 21                        |   |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |  |  |  |  |  |
| 22  | 23                               | 24      | 25                           | 26       | 27                       | 28                        |   |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |  |  |  |  |  |
| 29  | 30                               | 31      |                              |          |                          |                           |   |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |  |  |  |  |  |
| 4   | 5                                | 6       | 7                            | 8        | 9                        | 10                        |   |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |  |  |  |  |  |
| 11  | 12                               | 13      | 14                           | 15       | 16                       | 17                        |   |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |  |  |  |  |  |
| 18  | 19                               | 20      | 21                           | 22       | 23                       | 24                        |   |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |  |  |  |  |  |
| 25  | 26                               | 27      | 28                           | 29       | 30                       | 31                        |   |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |  |  |  |  |  |
| <div>Christmas Day</div> <div>Chanukah/Hanukkah</div> <div>(first day)</div>  | <div>Kwanzaa (until Jan 1)</div> |         | <div>December Solstice</div> |          | <div>Christmas Eve</div> | <div>New Years' Eve</div> |   |  |  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |  |  |  |  |  |  |  |  |