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Angela Addington interview for a Wright State University History Course

Janell A. Tebbe

Angela Addington

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Profile

Narrator Name: Angela Addington

Interviewee: Janell A. Tebbe

Author: Janell A. Tebbe

Date of Interview: February 16, 2011

Subject: A Daughter's Legacy: An Oral History Interview with Angela Addington
Director of Hannah's Treasure Chest

Key Words:

Non-profit

Dayton

Lexis-Nexis

Grant Money

Charities

Goals

Impact

Volunteers

Self-Esteem

Background

Perseverance

Donors

Care Packages

Kids

Social Workers

Partners

Hannah

Fundraising

Empowerment

For: Oral History Interview Project, HST 485-01, Professor Marjorie McLellan,
Winter 2011.

This should be written in an accessible, descriptive, narrative style. Use the Chicago Manual of Style format to cite sources throughout the profile. Include a list of relevant sources divided into historical documents and secondary sources.

Angela Addington

Angela grew up in South Bend, Indiana in a single-parent home. Before opening Hannah's Treasure Chest in 2000 she worked in Corporate America at Lexis-Nexis as a Data Technician. While working at Lexis-Nexis she was a member of the Community Cares Committee, where she was first introduced to the needs of people in the Miami Valley. When her daughter was born she found herself overwhelmed with the amount of stuff people were giving her family. This excess of stuff is what led to Angela's desire to help other people who were not as fortunate. Angela's daughter Hannah is who Hannah's Treasure Chest is named. She has a Bachelor of Science degree in Marketing. She has also owned her own Photography Business and been a Marketing Director for other businesses in the Dayton area.

Angela's work at Hannah's Treasure chest has won her numerous awards and nominations. She has been nominated as one of the 40 Under 40 Class, the 2004 Dayton Business Journal, Volunteerism Honoree in 2002, L'Oreal Paris 2008 Women of Worth Award Nominee, and 2008 Top Ten Women of Dayton.

The interview was conducted at Angela's office in Hannah's Treasure Chest, 124 Westpark Rd. Dayton, OH 45459.

Angela Addington has experienced numerous challenges in her community work. She feels that each of those challenges prepared her for the work that she does. She has been honored with many different awards because of her work, but credits her volunteers as the main reason she received those honors. She works hard to honor the volunteers who make the services Hannah's Treasure Chest provides, possible.

When Angela moved to the Dayton area she went in search of equivalent organizations that work with families in need. While being a part of the Community Cares Committee at Lexis-Nexis she became aware of the large need for organizations to provide basic necessities to families.

Throughout the ten years Hannah's Treasure Chest has been open, Lexis-Nexis has provided Grant money to assist with their efforts. They also hold one large fundraising event each year and receive financial support from private donations.. Hannah's Treasure Chest is nearly one-hundred percent privately funded, they do not receive any Federal, or United Way funding.

I was initially interested in interviewing Angela Addington because of the work her organization does with children. I have a strong desire myself to help children in need and thought it would be interesting to learn more about her efforts to help families in the Dayton area. Before conducting the interview I had never met Angela.

Oral History Interview

Name of the Project: A Daughter's Legacy: An Oral History Interview with Angela Addington Director of Hannah's Treasure Chest

Name of the project director: Marjorie McLellan, Department of Urban Affairs and Geography, Wright State University

Archives or repository

Interviewee/narrator name: Angela Addington

Interviewer name: Janell A. Tebbe

Others present

Place: 124 Westpark Rd. Dayton, OH 45459

Date: 02/16/11

Length of recording: 1:05:19

Original format: WAV

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Fundraising
Empowerment

Indexed By: Janell A. Tebbe

Index

0:00:00-0:00:16 Introduction to the recording.

Information listed above.

0:00:16-0:01:24 Background

Angela discussed how she got involved with community issues in the Dayton area, and her work at Lexis-Nexis on the Community Cares Board and introduction to the world of non-profit organizations.

Keywords:

South Bend, IN
Dayton
Non-Profits
Lexis-Nexis

Grants
Support
Needs

0:01:24-0:04:00 Founding of Hannah's Treasure Chest

Angela discusses the fact that Hannah's was never planned, it just seemed to happen. With the birth of her daughter Hannah, family and friend were very generous and they had far more than they needed. She sought out a place to donate the items they could not use and as a result started her own organization. She was still working for Lexis-Nexis and they found out what she was doing, and began a grant to fund Hannah's.

Keywords:

Non-profit
Hannah
Baby Stuff
Needs
Lexis-Nexis
Dayton
Grant

0:04:00-0:06:45 Community Involvement throughout her Lifetime

Angela discusses the absence of community involvement at a young age. She was unaware of the non-profit world, and it was not until she was much older that she was introduced to community service and charities. She noted that her mindset over time has changed, and she is much more focused on how to meet the needs of others than she was at a younger age.

Keywords:

Charities
Non-Profits
Volunteer
Photography
Networking Events
Impact
Personal

0:06:45-0:10:47 Impact of Hannah's Treasure Chest

Angela discusses some stories they have heard about, and the impact their work has had on children and families in the community. She notes the affect having the basic necessities of life can have on a child and families self-esteem. Also, the things that most people take for granted are the things these families are not able to provide for their children. She tells how the care packages given to these children can make a great difference in their life.

Keywords:

Impact
Social Workers
Self-esteem Booster
Families
Dreams Come True
Economic Circumstances

0:10:47-0:12:30 Background Experience and Preparation

Angela discusses her Marketing and Statistics Degree and how that has helped her at Hannah's. She says how it helps her to figure out ways to get people involved in her organization because of it. She tells how she is able to use her Marketing knowledge to make good use of their resources and stretch funds farther. She discusses how her photography background has been beneficial to advertising and documenting the work that is done at Hannah's Treasure Chest.

Keywords:

Marketing and Statistics Background
Non-Profit World
Return on Investment
Measurable

Photography Background
Dedication and Perseverance

0:12:30-0:15:38 Hannah's Impact on Family and Friends

Angela discusses changes in her family's dynamics since starting Hannah's Treasure Chest. She shares that when Hannah's started she was married, and four years ago got a divorce. She has learned of passions her family members have that she was not aware of. Her daughter has had the opportunity to grow up around an environment where giving back to the community is very important.

Keywords:

Impact
Married
Hannah
Hobby
Divorced
Single Mom
Volunteers
Involved
Positive

0:15:38-0:20:20 Partner Agencies and Donors of Hannah's Treasure Chest

Angela discussed the work Hannah's does in partnership with agencies in the Miami Valley. Her organization receives a family profile from a social worker, school counselor, etc. and then puts together care packages specifically for the needs of those children. She also discussed how the work of Hannah's Treasure Chest spreads mainly through word of mouth. As well as the process for getting care packages to the families in need.

Keywords:

Clients
School Counselors
Social Workers
Nurses
Court Advocates
Family Profile
Care Package
Material Things
Donors
Parents
Emotional Ties
Speaking Engagements
Word of Mouth

0:20:20-0:21:34 Care Packages Delivery

Angela further discussed the process for getting families in the need the care packages that have been specifically made for them. She also discussed the number of outfits and some of the accessories given to kids of varying ages.

Keywords:

Volunteers
Care Packages
Clothes

0:21:34-0:23:45 Challenges

Angela discusses the lack of knowledge she had in the beginning, with regard to non-profit organizations. She credits the mentors that she has in life who have helped her learn how to manage her organization. The lack of knowledge she had in the beginning was one of the biggest challenges she faced with her work in the community.

Keywords:

Non-Profit Background
Mentors
Organization
Donation

0:23:45-0:26:39 Accomplishments

Angela discusses the struggle she has when receiving numerous nominations because of the work her volunteers do. She regularly recognizes the work that they do, which keeps Hannah's Treasure Chest running smoothly. She is grateful for those awards, but makes it clear that a lot of credit goes to the volunteers who work each day at Hannah's Treasure Chest.

Keywords:

Impact
Volunteers
Widows
Family
Hannah's Impact
Recognition
Partners

0:26:39-0:29:54 Volunteer Appreciation

Angela discusses how she recognizes the work her volunteers do. She shares that they have regular meetings and celebrations. She discusses how she works to empower her volunteers and allow them to have leadership opportunities within the organization.

Keywords:

Volunteer Luncheons
Executive Director
Volunteers
Empowered
Team Leaders

0:29:54-0:33:29 Hannah's Impact on Family and Friends

Angela discusses the difference she has seen in her family and friends in how they view non-profit organizations.

Keywords:

Volunteer
Donor
Relationships
Commonality

0:33:29-0:35:29 Board Members

Angela discusses the strength of her current board. She also discussed the knowledge and experience that they bring to the table. She mentions the benefits they have brought to Hannah's Treasure Chest.

Keywords:

Board
Non-Profit
Special Events
Network Background
Federal Prosecutor
Doctor's Wife
Advertising
Writer
Community Relations
Vice-President of Victoria Theater
Fundraising

0:35:29-0:42:11 Fundraising

Angela discusses how Hannah's Treasure Chest raises funds. She tells how they work mostly through private funding. She discusses the events that they hold to raise funds and their signature event "Diva's Day Out." She discussed some of the past themes Hannah's Treasure Chest has used for their fundraising events over the years.

Keywords:

Fundraise
Benefactors

Smaller Businesses
Diva's Day Out
Female Event
Interactive
Fun
Participation

0:42:11-0:47:03 Motivational Changes Over the Years

Angela discusses the changes she has experienced with regard to the motivation for starting Hannah's Treasure Chest, and the motivations she has today. She talks about how she was originally trying to clear out her home because they had more than enough. To now where she is fully engulfed with the needs in the community and how she can help.

Keywords:

Motivation
Resources
Kids
Social Worker
Hygiene

0:47:03-0:48:09 Families Affected

Angela discusses the 58 partner agencies they work with in five counties. She discusses the number of care packages distributed last year. As well as their efforts in assisting families with newborn babies.

Keywords:

Care Packages
Partners
Counties
Impact

0:48:09-0:52:39 Lessons Learned

Angela discusses the new reality she lives in each day. She tells how she desires to get others to see the needs in their own communities. She tells how she deals with stereotypes about people in poverty and trying to break those stereotypes in the Dayton area. She discusses the things she has observed about our society and how we view material goods.

Keywords:

Lessons
Myths
Stereotypes
Poverty Level
Centerville
Affluent Community
Free Lunch Programs
Section 8 Housing
The Basics
Money
Disposable Society
Minimalist
Excessive

0:52:39-0:56:14 Childhood

Angela discusses that she grew up in a single parent home, her mother worked multiple jobs and her brother had medical needs as a child. She discusses the challenges she saw her mother go through, and how she dealt with them. She recognizes the lessons she learned from her mother's examples

Keywords:

Single-Parent
Sacrifices
Learned Drive

Strong Work ethic
Proud
Negative Connotations
Delegation

0:56:14-1:05:07 Closing Story About Hannah's Treasure Chest

Angela discusses how close Hannah's Treasure Chest came to being closed down for good after only 5 years of being open. She shared some of the struggles they experienced and the lack of support from the board at the time. She also shared how they were helped by a foundation that they knew nothing about, and how that experience got Hannah's Treasure Chest to where it is today. She said that they changed a lot of what they had been doing wrong because of how close they came to closing.

Keywords:

Retail Space
Close Down
Liquidate
Press Release
The Letter
Full Disclosure
Board Members
\$10,000
Lexis-Nexis
Grant Funding
Unrestricted Funds
Expansions
Business
Bad Economy

Oral History Interview

Name of the Project: A Daughter's Legacy: An Oral History Interview with Angela Addington Director of Hannah's Treasure Chest

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Others present

Place: 124 Westpark Rd. Dayton OH, 45459

Date: 02/16/11

Length of recording: 1:05:19

Original format: WAV

Notes: The interview was conducted at Hannah's Treasure Chest in Mrs. Addington's office.

Transcribed by

Janell A. Tebbe

Interview transcript

Tebbe: This is Janell Tebbe, I am with Angela Addington and we are at Hannah's Treasure Chest, it is Wednesday, February 16, at 10:00am.

Angela, how did you get involved with community issues in the Dayton area?

Addington: (chuckle) I started actually because I moved here from South Bend, IN and at the time I was a professional photographer. Um, I worked with a lot of non-profits in the South bend area and asked them for their equivalent here in Dayton. So I came with a little bit of a charity background, of working with the non-profits by photographing their fundraisers. So I did dog walks and gala events, and any kind of event, golf outings. And so, that is how I got introduced to the non-profits here in Dayton. Um, I went to work for Lexis-Nexis and sat on their community cares board which, um, they give out grant money, locally. And so the non-profits would write the grants asking for support for some type of an issue, to start a program, so I became educated through reading through all of those grant applications and sitting on that board. Which was great, because I got to learn a lot about the services and the needs of the Dayton area, so that was my start.

Tebbe: So, what led you to start Hannah's Treasure Chest then?

Addington: That's a pretty funny story, (chuckle) um, Hannah's was never, planned. This, everything that you see here, a ten year history, none of this was ever planned, I didn't wake up one morning and say, "I'd like to start a non-profit." Um, I actually became pregnant with my daughter, who happens to be Hannah, and our friends were overly generous and started, just all this stuff started descending on our house. Well, we were putting the nursery together, didn't

want to just take all of this stuff up into the nursery without going through it. So it started amassing in our garage, and a two car garage went to a one car garage and went to a no car garage, because there was just that much stuff in there. Uh, at one point we had eight cribs, for my daughter and understand on top of that, Hannah is the first and still the only grandchild. Ok, (laughter) so I have all of her grandparents and great-grandparents who are mack-daddy'ing out her nursery. (laughter) So all this stuff that we were getting, we really didn't need, because I sat on that cares board I started reading about the Women's Pregnancy Centers and Dayton Right to Life, and um, the Child Development Centers around, and so I had baby stuff so I started calling them. And saying, "I have too much, do you have a client that could use it?" My goal was to empty my garage because we were going into winter. You know, being six months pregnant, I did not want to be scraping off ice off my car in the morning I wanted to pull into my nice warm garage, and pull out of my nice warm garage. Not park in the street, park in the driveway. So the goal was to get rid of the stuff out of the garage, keep what, you know what we needed, keep what we wanted, but then get rid of everything else by giving it to someone else that needed it. Well, that never happened because everything that I would give away, someone would say, "Oh, you know who needs it? Here's more, so it just kept multiplying, and Lexis-Nexis found out what we were doing, they award grants, and they said, "Look, what you're doing is a tremendous service, here in Dayton, you're spending a lot of money on gas, you're storing stuff in your house now. Um, we got to the point where we built out our basement, just to put the stuff in our basement. Um, they said we will give you a grant, if you'll become a non-profit. So that is how it started, it was never this big planning process, it just kind of happened.

Tebbe: Ok, so how has your involvement in the community changed throughout your life, from the time you were younger, til now?

Addington: -- I really wasn't ever, I guess aware of, you know charities and non-profits growing up, that just wasn't my background, I mean I knew about places like the Humane Society and I knew about places like the YMCA. Just because those are part of, kind of everyday life, that's where my dog came from. You know I went to the Y after school, um, but I didn't ever know there was this whole other non-profit world there was this whole other charity world. I just didn't. So, um my first exposure to it was not until my mid-twenties when I was in South Bend and I didn't go actively looking, I didn't say, "Oh I want to volunteer." I guess, I never grew up knowing that or being exposed to it. Um, so when somebody came to me as a photographer they needed a photographer for an event, well would you donate your services, will you volunteer for this? And so that was my first exposure to it, and I guess over time, I had so much fun at that event that I was like, I would rather be doing something and giving back to the community than sitting at home or prospecting other business. And in some ways, being new to having my own business it was a little selfish, in why I got involved, um, because I suddenly was being exposed to hundreds of people at an event, and I could shoot that and hand out my business cards and network the event while donating my time, in hopes of getting more business. So I didn't go into it saying, "Wow, I can give back, I can make this huge impact." So that is probably the biggest change, in now, you know, I want my hands in everything, um, because it is, it is very personal now and it's, it's consuming, I mean, I do this twenty/four seven. And I am always thinking about what the impact is. Um, and it's irritating to me sometimes when I see somebody and it's like, ok, "do you know that that hundred dollars you just threw away, I could clothes ten kids with that?" And that equation is always happening in my head, versus when I first started, volunteering, it was, "how can I make another buck, how can I get another client, how can I expand my business?" Versus now it's how do I, how do I change this, how do I get this person to understand the impact they could have, how do they, how do I get them to understand the waste, that's there that could impact and change somebody else's life.

Tebbe: Can you tell me about some of the impact you have seen since starting Hannah's Treasure Chest?

Addington: I think our biggest impact is just that we are hearing, we're hearing about the impact from our social workers and all of our partners more. You know, we're hearing about—we're hearing the stories about how we have helped a child in their self-esteem, how they're doing better in school because they are going to school properly dressed now. They're coming home and they have things to play with and interact with their families. They've got the right tools to be able to do their homework. Um, we've put kids in beds that were sleeping on floors. You can impact a kid just by giving them a great night's sleep. You know giving a kid a pillow and a blanket, what you and I take for granted, these kids don't have. Um, and it can be as little as, a child having a wish as silly as it may be, something that they really want, and you've impacted them by giving it to them, without ever, knowing them. And I will give you an example, we had a little girl, um, and this story came to us afterwards. We had this little girl who had a birthday coming up and her parents could not buy her anything for her birthday. Mom got into a discussion with her and said, "Well, if you could have one thing, what would you really, really want?" Now the child does not know, I mean this is a three year old child, doesn't understand that mom and dad can't afford the basics that she needs; they can't afford the basics that they need. Yet they want to impact their daughter for her birthday, she's three, birthdays are a big deal when you're three. So they asked her, they said, what would you like more than anything in the world? And she said, Mom, I want a rocking chair, that's what she wanted. So social worker puts it down on the request form from here that this little girl wants a rocking chair. Now, we don't ever get rocking chairs in here, I mean maybe two three a year, right, that's it. We had a rocking chair come in the day before we got that in the mail. Alright now, cute little rocking chair, perfect for a three year old. This request comes in, little girl wants a rocking chair, social worker's noted on their it's for her birthday, ok, so we send it off, little did we know, that that little girl wanted a rocking chair, she wanted a red rocking chair. That rocking chair that we had donated her, was a red rocking chair, that little girl will remember getting that chair forever. And we impacted not only her, but there were her mom and dad who were able to grant her wish unknowing, right, and gave her the best birthday ever. That is a self-esteem booster for that child and those parents and for one day we made a dream come true for all of them. And that little girl, who knows, she could still using that rocking chair, she may not, but somebody who didn't know her gave that to her. Gave it to her parents, who could give it to her, so huge impact there.

Um, and we've had people who now have started coming in here and saying, you gave to me when I was down and out, I now want to give back. Because I never knew who gave it to me, I knew this stuff came from Hannah's, I want to understand better how this works and I think we're also impacting people, in that we're teaching them, it's not always about money. It is about your time, it is about your talent. And what you do have for your child, they're going to outgrow it, you can donate it back we can give it to somebody else who needs it just as much. So it doesn't matter what your economic circumstances are. So I think we've impacted that way. I think we're teaching people at the same time we're helping and giving to them.

Tebbe: So what would you say, from your background experience prepared you for the job you're doing now?

Addington: Everything. Um.

Tebbe: Is there anything specific that you can see?

Addington: I have a marketing background, so um, that's my degree, Marketing and Statistics, which is great here when you have to figure out the twist, the angle how to tell the story. How to

impact somebody enough that makes them want to become involved with you. Um – everything is metrics and measurables, in the non-profit world, what's the, I mean from a Business background, what's a return on investment. If you as a donor, what can I do with it, ok, I need to make that worth more than ten dollars and have a bigger impact with it. So that's the business part of it, you know the Marketing part is how do I get you to part with more than ten dollars? (laughter) Right, and then, the whole measurability thing, what's our growth over time, how do we move forward, um, just the planning there. We set goals based on the measurable which are based on the statistics, um, that we've kept from year to year. So my business background has been huge. I've used my photography background just in photographing things here to show, to illustrate what's going on. Um, I mean, a little bit of everything, I used to be an athlete, so there the dedication the perseverance, knowing that you have to stay on schedule, you have to continue to practice to be good. So I think all of it you can figure out a good way to make it work.

Tebbe: What about your, well you kind of answered this, but what about your family has changed or impacted what you do here with Hannah?

Addington: Uh, big impact for me, when I started this, uh when I started this I was married. I worked for Lexis, but the whole goal was for me to, I mean when we had Hannah, the goal was for me to be a stay-at-home mom. Um, you know started Hannah's, and this really was kind of my hobby, kind of my outlet when it started. So it was never meant to be a full-time job, uh, I actually got divorced four years ago, it was a big family paradigm shift for me, because I went from, I wasn't paid to do this until last year. So I've gone from being married and supported and not having to work, so I could do this, I could give here, and I could write a really good check to here every year, and I went from that to now I technically could be my own client. Being a single mom, um, I make part time salary here. But I still have the passion for it so I figure out how to make it work. My daughter has been involved from the beginning, Hannah has run around here since about the time she was two, she knows the volunteers she interacts with them, she's gone with me to speaking engagements, she's been at award presentations. She's been when we've given awards out when we've recognized people for their impact here. She is very involved. And she probably knows this about as well as I do.

Tebbe: What does she think about how her name's on it?

Addington: (laughter) Um, she thinks she's the big boss here. (laughter) You know I think she thinks it's cool that the office is named after her. Um, and that it really all started because of her. I think you have a lot of non-profits that are started because of an impact somebody had in their life, a child that's sick a child that's passed away and adult that passed away. You know somebody that had a crime committed against them, um, a lot of it, a lot times non-profits are started because of the negative that's happened in somebody's life. This non-profit was started because of a positive, I mean I had a kid, you know, I had Hannah. There's absolutely nothing wrong with her, ten going on twenty-seven. (laughter) But she's been very active here, she has gotten up and talked in class about what we do. She wears her shirt and people ask her, you know, what is that, how come your name is on there? Or isn't that cool that business is named after you and she's like, no that is my business. (laughter) So I think we've set up a little bit of a legacy, in that in some way she'll always be involved with this organization as long as it exists. Um, and I think it's set up for her, she grew up knowing the charity aspect that I never did. You know, so she understands that now.

Tebbe: Can you tell me a little about the Partner Agencies that you guys work with and how families come to you and you get the things to them that they need?

Addington: We are not open to the public so we are not a direct service organization. Meaning that we do not directly work with or ever meet the families that we impact, our direct client are the social workers, the school counselors the nurses at the hospital, the court advocates. They are all people within Dayton who work with a child and have identified the needs of that child and are trying to meet those needs. So we are their resource, they place what we term it, an order, it's really a family profile, tells us all about the child, what they need, what size clothing they wear, what their body make up is. Are they husky are they slim, are they regular. Kind of the full description of that child, and so we build a care package on that we give it to the social worker. The social worker, school counselor, whoever is working with that child, it's their responsibility to give that care package to the family. So I think over the ten years we've been doing this, we've met probably a handful of the families, who we've impacted. We just, we're not social worker here, that's a whole other ball game you know we don't have a way to qualify them, or to know what their needs are. Or to fulfill those needs-- in the big realm of life, we can fill clothing, furniture, toys, dental hygiene kits, I mean, we can fill the material things for them, but there's so much more that they need. It's better for us to partner with existing agencies who already impact kids. They don't have to re-create the wheel, they don't have to have clothing on site, we're there brokerage house for that stuff. Um, so we are a fulfillment house, we just don't sell anything that's here, you know.

Tebbe: So, who donates and how do you guys get the stuff that you need to give to people who are in need?

Addington: All of our donors are people with kids, people with grandkids. Um, fact of life kids grow, they get older, um, what fit them two months ago may or may not fit them now, what they played with last year at Christmas they may not play with now. So there's this incredible turnover here in our country. People are looking for where can I give that and parents especially mothers, we have a tie to things our kids have. The hardest thing to part with is your child's crib, hardest thing. I mean, I know, it took me six years to get rid of my daughter's crib, knowing I was not having any more kids. I still held it, it was a sentimental thing, it was from her grandparent's it was given to her. Do I hold it and keep it until she has kids, do I keep it twenty-five years, you know, or however long until she has kids. There's an emotional tie to that. That emotional tie is easier to break if you give things away that are going to impact somebody else that they don't have to buy it. So we go out through speaking engagements, through marketing efforts, um, we just educate people about who we are, we say "Hey, if you have kids, when their done with it, when they don't wear it any longer, they don't play with it any longer, bring it to us, so that we can give it back to somebody else who can't afford it. So we are a hundred percent word of mouth here. Ok, you're not ever going to see us up on a billboard; you're not going to see us doing commercials on tv, doing radio spots. You're not going to see us in the newspaper with big ads. We are totally word of mouth, the nice thing is that parents hang out with other parents, it's by default, kids go to school with other kids, your kids go to church with other kids, your kids play with other kids, they do sports with other kids. You talk about stuff like that it naturally happens, so we utilize those methods to have people learn about us.

Tebbe: So, when there's a family in need do the social services come here or do you guys deliver?

Addington: They come here and pick up, so they fill out one of our forms, and give us that whole profile of the family. We check it in, we make sure that family is not working with another agency as far as, um, they worked with another agency and requested clothing from us already. So we check that out, and then it comes back into our warehouse, and one of our volunteers builds an entire care package for that child, so they get, seven to ten days' worth of clothes. They

get shoes, they get a coat, toys, books, if their older they might be getting school supplies. If there younger we're putting equipment with that, we're putting safety gates and high chairs and cribs. All that stuff the little guys need. So we're building this care package, we then call the social worker who comes here to pick up and then the next time that they meet with that family, or interact with that family, it's delivered to them. Or they may know they've got a follow-up coming up with that family so they place the order so that we would build it and then have it the next time they meet with them.

Tebbe: Ok, what would say are some of the obstacles, frustrations, disappointments or challenges that you've faced in your work?

Addington: Probably the biggest thing that encompasses all of them is that I don't come with the non-profit background. So everything we've done here, I've had to learn from scratch. I've had to go to somebody else and say how do I do this? Um, I've screwed up a whole bunch, you know, but I've learned from that too. Where I've done it wrong, and had somebody say, "Why did you do it that way?" I knew no other way to do it. I just don't have a non-profit background, and not growing up with that, um, there's a big learning curve here all the time. I mean, I've done this now ten years so I know a lot of things better, but there's still things I have fabulous mentors that I go to. Other people that I work alongside of in the non-profit world, other executive directors who may operate similar to what we do, but do something totally different. But I know that part of their organization and I can say, "Hey, how do you do this?" Um, you know we get a donation, well it's a donation in memorial of somebody ok, um, who do we all have to acknowledge what should that letter look like? Just various things like that, I have an array of people I can call and I can say, hey can you share with me how you handle this, can you share with me your documentation? Can you just tell me how to do this, how do you do it? Um, then it's our option of doing it the same way or modifying it to best fit the organization, but I at least have some point of reference. Um, it's been kind of cool because people now come to me for that kind of mentoring as well. And I, I don't see myself in that ways, because I still think I'm really a newbie in this arena but I've got ten years behind me doing it.

Tebbe: Well what you would say then, I saw that you've been nominated and all kinds of things, but what would you say are some of the greatest accomplishments because of your work?

Addington: Um—I guess probably the impact, we do more here than impact kids that we give clothes to. We impact every volunteer that comes in here, because this is a place for them, this is their second home, we're their second family. We have a tremendous number of widows, that are here, that come here when they have lost their spouse and this becomes their new home and their new family. And there's other people within this organization that have gone through that, that come alongside them and get them through that time. We've gone through everything here from the birth of babies to the death of spouse, to helping, we've had volunteers that have gone through cancer. Where we have cooked for them, and cleaned for them, and watched their kids, taken them to chemo. We have been in the hospital with them. There's an impact there so everyday no matter what, no matter what, every single day, Hannah's impacts somebody, be it a child, be it a volunteer, um, we can move people to tears telling them stories about here, so we may be opening their eyes to the non-profit world, the charity world. The issues right here in the local community they had no clue about. So I guess for me, it's not about the awards and I have a real hard time with those, you know, being a ten top women here, I was a 40 under 40. I actually had to list the awards for somebody the other day who is doing an archive type deal similar to your class, and they wanted background on all of these people who have received this one award, and I was asked to list all of these awards and I looked at that and I thought you know what, I may be the one getting that recognition, but could not do all of this, there are so many other people behind it,

that I wish those awards were given for, like our organization you know, because I'm a ten top because of all of my volunteers because of all of my partners because of what we do here. It's not about me, it's about the organization and I have such a hard time with that.

Tebbe: So how do you show your people your appreciation then in return?

Addington: We're very close knit here, we meet every month for a volunteer luncheon. Now those are an absolute stitch in the pants, I'll just tell ya. There, there are themed, we had one Monday, it was Valentine's Day. Those are social times um, I sit and have lunch with everybody here, there's a hierarchy on paper but we all have lunch together. We celebrated birthdays on Monday, the birthdays for the month, the stack of cards that you get here, you know, you're getting birthday cards from like thirty, forty people. You know it trumps some people mail for the year. You know, you're handing them, it's fun for me, 'cause I get to hand them their cards and I get to hand them their chocolate bar and hand them their flowers. Tell them happy birthday and just on a daily basis as I walk by people, you hear the stories, and I'll stop and interact with them and listen the stories and interact with everybody. Because of that, I think there's not a separation. There's not that separation of, oh she's the executive director I'm just a lowly volunteer. Um, I don't have a problem going and sitting at the hospital with any of these guys, checking on them when we have a snow storm to make sure that their driveway is shoveled. I've going out of here and cleaned of people's car when it's snowed all day, I've gone out and cleaned off everybody's car in the parking lot, you know that's just the way I can say, you know what, "thanks for coming in, because without you, I couldn't have done it. Hannah's wouldn't even exist without you. Um, I tell everybody going to the awards ceremonies and going to the speaking engagements, I tell them, "I say, you know what, it's not about me, I manage it, but here's the deal, these guys do it all, they do it all, and some of them know, so much more about this organization in certain parts that I don't. But there all empowered too, which I think is a big deal here, we empower every single person here, make the decision and go with it. We make people team leaders in certain areas of this organization um, if something needs to be done, when we expanded recently, we built a brand new toy room, I had nothing to do with that room, I went and pulled a key group of people together and said, look, you guys work with this every day, talk to me about it, I will help you with any part of it, tell me what you need and I will get you what you need for this area. You guys work with it every day, if I came in here and designed it, it's not going to work, because you guys do it, so I'm empowering you, you design it, I'll make it happen. And that's a big thing here, nobody is better than anybody else here, we're all on an even keel.

Tebbe: How have you seen an impact on other people in your family, or friends that may not of been a part of helping the community before Hannah's Treasure Chest was started?

Addington: They all run when they see me coming, (laughter) Just Joking, I do have people that run when they see me coming, because they know, "Oh, she's gonna come ask me for something again." You know, um, I—Um, probably the biggest change or impact with my family and friends is that they know what I do and know that I am passionate about it, they will ask a lot more questions. I don't bring it up at the dinner table, you know if I'm out with all the girls on the weekend, I don't bring Hannah's up, it normally ends up being brought up in some way, or someone will be like, "Hey, I read about such and such or I was on your website or got this e-mail this week, tell me about that" So there's a curiosity level there now and there's an awareness level that was never there before. And we'll talk about issues or I think they'll use me as a resource, cause they'll say, "Hey, I was reading about this other agency in the newspaper, how do you make sure that doesn't happen to yours. Could you make it work for yours, or hey I read about this other program, wouldn't it be cool if Hannah's did this? So they've started thinking in association with it where I think a lot of times we don't get involved in our family and our friends

work. You know, I really don't want to get involved in my brother being a manager of a retail store, that drives me crazy. I just don't want to know about it. So I don't necessarily ask about it versus where a lot of them ask me about it. Or associate it with what they're reading or what they know, or what they saw. So it's a lot more resource kind of based in the change with them. Some of my friends who I never thought would be involved here, have become the most active involved. Kind of interesting, because I never knew that passion about them and have struck a chord somewhere with them. Um, I think the other kind of interesting piece is people that I necessarily ever associated with, have become some of my best friends, by serving on the board or becoming a volunteer, or becoming a donor. That's how they started here with Hannah's and there's just been this great relationship that blossomed out of it. People who have just moved here and wanted to become involved with Hannah's have become some of my best friends, just because they came here and they were alone and they needed someplace to fit in. So they started by joining the board, they started by designing our website and just over time, because I worked with them so much, we found that we had a commonality and a similarity and have become great friends.

Tebbe: Can you tell me a little bit more about some of the people on your board and what their role is?

Addington: Sure, um, we have an incredible board, in our ten year history this is probably the most influential the most tempered board. Our board over time, when we first started, it was all of my family, and all of my friends, now on this board, this is the first board where these guys have recruited each other, they've looked at what the whole is, what talent we need on the board and they've gone out and found it and brought that person to the board table. Um, so this is the first board that's not been stacked with my family and my friends. We have incredible talent on this board. Our chair, she's got a tremendous non-profit, special events um, networking background. We've got a federal prosecutor on our board. We've got probably the most age diverse board as well. We've got everything from, somebody who just sent their last child off to college, to somebody that just graduated from college. We've got the, a finance guy, in the banking industry who is a whiz with numbers, incredible. We have a doctor's wife. We've got somebody in advertising, we've got a phenomenal writer, who does communications. We've got a community relations person from the media, the newspaper, great, great, great source. We've got the vice-president of the Schuster, vice-president of the Victoria. Who is in ticketing and sales, runs a ton of fundraising events in the front of the Schuster. Talk about a great resource, we want to have a gala event, she knows gala's she does them in her sleep.

Tebbe: Yeah, are you, speaking of galas, how do you guys fundraise? Can you tell me a little bit about that?

Addington: We fundraise ninety-percent private. So, we are not city, state, federal funded. We are not United Way funded. We fundraise by individuals writing us checks and by holding fundraising events. We hold one, one signature event a year and then we are the benefactors of many others. So we partner with other people, we do a lot of quarter auctions we do the dining out at the restaurants. Our signature event, our first five years we struggled with what our signature event would be, we kind of tried stuff and it didn't work, or tried it and it worked for a couple years and then it , bombed and then we tried something else. So for five years we really struggled. And then we hit a home run with an event we called Diva's Day Out. We started it because we pulled a whole bunch of smaller businesses together and said, look you guys all want to impact Hannah's in some way, yet you all feel you're too small to do anything significant, so here's all the players, we sat them all at the same table, and we said, "come up with one big event because all together small makes big. Figure it out, we hashed out a ton of stuff, we went, it was

crazy, everything from golf outings to gala events to fashion shows, to you name it, it was brought up. And everything was shot down for some reason or another until we came forward and said what if we develop an event that somebody hasn't done yet? So we came up with this Diva's Day Out thing where you would come with your mom, you would come with your sister; it was a completely female event. Guys could come but if they came we were going to pick on them. (Laughter) Hey let's throw in the silent auction thing, throw in the raffle thing, let's have an interactive, theatrical fashion show. Ok, not just the walk down the run way so and so is in a five hundred dollar outfit, you know, ok, everybody has been to that kind of fashion show. Let's play, let's have audience participation, let's, and let's make fun of something. Let's put our own twist on something and let's present that. And really we're going to put on a theatrical production but we're going to weave some fashion into that and we're going to play with the audience. So the first year we did it, reality tv had hit an all-time high, Bachelor was huge, Beauty and the Geek was huge, um, the Fab Five had come out, right. Survivor was at a peak, we married all of those reality shows together and we make fun of them. Ok, we had our own fab five and they opened the show um, with a whole bunch of feather boas to "It's Rainin' Men, Hallelujah" Their wrappin' boas around people and handing them martinis. We made over the geek in the Beauty and the Geek to become the Bachelor to being exiled to Survivor. I mean, we messed around with it and put our own spin on it. And people loved it, we outgrew our venue in the first year. We took off and did then, we picked on things and every year it just happened that we would come off the first thing, something would be right there smack dab in front of us. We did "What Happens in Vegas Stays in Vegas," and all those commercials were coming out, we did "What Happens at Diva's Stays at Diva's," and we farced Vegas. We had an Elvis impersonator, we had acouple guys in the audience our models married them, Elvis married them. We played. We've done Diva Las Vegas. Diva La France, where we did a whole big Paris theme. Devil Wears Prada came out one year, we did Diva Wears Prada, we farced the movie. Um, so over time they just kind of kept growing, and moving and changing. We've come off of the fashion show runway type theme. Diva's still exists, but we changed it last year where people were like, I have cabin fever by March, I'm so happy for your fundraiser I just, wish it was warm. Great, we threw a beach party last year in the middle of March. It was come in your flip-flops, your shorts, and your Hawaiian shirt. We had the parrot heads there, and we played Jimmy Buffett and we had Steel Drum Band and you walked in and thought you were somewhere else. But it was still the girlfriend's event, still had a couple guys there, still picked on them. But you know, it's always meant to be a fun inviting atmosphere, where it's not you're just coming to spend more money because we need to raise a lot of money. Our philosophy behind it is, let's create a great atmosphere, and have a ton of fun with it, to make it where you want to come back next year. We have a huge following for that event.

Tebbe: Where's that normally held at?

Addington: It's been at the presidential for the last four years, now, we gave that event a hiatus this year because it's our ten year anniversary. So instead we are doing a formal Gala truly mixing it up, men are welcome this year, meant to be a couple's event, um it's meant for you to bring your boyfriend, your spouse, significant other, your uncle, your dad, you know whoever. We're doing a roaring twenties, we're known for our themes, we're doing a roaring twenties gala evening, called Flappers and Dappers. We want people to come in their flapper outfit, and come in their Zute suit, um, we're bringing a Packard car in from the twenties so you can have photographs from that Era taken, you know we may make them black and white. We may make them the kind of brownish, Sepia toned color. Um, but the band that we're bringing in Blue Loo and the Mafia, you know Zute suit time, the time of Al Capone, we've got a mafia band playing for us. It's just fun, fun for us to just interlace that theme in for everything, it's for people to come out, we want them to have a great time. And we want to teach them about Hannah's.

Tebbe: Let's see, ok, how have you, you kind of answered this, have you seen your motivations for serving change?

Addington: Absolutely, yeah, um, I live, eat, breath and sleep this, now. Um, and I think the motivation over time, going from I want to clean out my garage to now it's just I want to impact so many more kids. I know we can have a further impact, so I want to figure out what that is and grow Hannah's in that way. We have gone from just providing clothing, when we started we gave kids just two pairs of pants and two shirts. That's it, and then we started asking the questions, "What else do your clients need?" We added underwear, we added shoes, and we added coats. Then it became, well people were dropping their clothing off to us, what about toys. We grew from that to school supplies, to books, to movies, and then we started doing the equipment. Then we got into the infant toddler realm, of baby bathtubs, diaper genies and cribs, and basinetts, swings, and strollers, high chairs, all of that stuff. To the latest, and we're an ever evolving we don't work directly with the clients, so we don't know what the client need is, we also don't necessarily know what other resources have gone away. Where a social worker may have gone to five different resources before, not their limited to three because two of them don't exist any longer, have honed their mission down, so where they used to be able to get dental hygiene, for a kid, that doesn't exist anymore. Still in the kids realm, which means we can figure out how to do it here. So last year we asked the questions, "How many kids when you go deliver this care package, we want you to ask the question, "does this child have a toothbrush?" Do you know what we found, we were clothing kids and seventy percent of them did not own a toothbrush. To which then, I went into a dentist office and said, "Look can you donate toothbrushes to me, cause I've got seventy percent of the kids I'm clothing who don't have a toothbrush." Boy was I educated really fast about all of the things that not brushing your teeth and not having oral hygiene impact. It impacts school, it impacts your health, incredible, incredible. So we figured out here how to make dental hygiene work. We gave out 3,500 toothbrushes last year. You know, um, so now we ask the question, "Ok, now we've added toothbrushes, what's the next piece?" To find out, great now we're cleaning these kids' teeth most of them don't have shampoo or soap, ok how do we add that?" How do we go out to the community that we have kids going to school that are not clean, so other kids don't want to interact with them, they don't want to play with them, they stink, they're making fun of them, how do you change that? A seventh grade boy without deodorant, that's not pretty and that kids getting ridiculed and picked on because of it. We can change that kids' life by giving him deodorant, what a basic. You know, um, so it's fun to watch this evolve and figure out what the next step is and what the next need is. And we don't eliminate anything we just add to it. And figure it out.

Tebbe: So your care packages continue to grow.

Addington: They do, which is fun to see. I wish we got to see more of the reactions of the kids and the parents when they get the stuff. And you know that's another one of the pieces of the puzzle that we're trying to figure out. How do we, find out more of those impact stories. How do we find out about the kid that we gave him the baseball glove and now he's a high school super star. You know, how do we find out about the kid that hadn't been in school for two weeks, because they were sick and now because they are brushing their teeth and they're in school every day and their grades have gone up. We know that sort of stuff exists, how do we find that out. And then how do we find out about the other kids that we aren't impacting enough and how do we make that change. So we're always trying to figure those stories out.

Tebbe: So, how many families and kids, do you have a number I guess of how many you feel like you're working with right now?

Addington: Um, we have a lot of different programs here, but just in our day to day, that is filling care packages for our partners. We work with 58 partners, in five counties, last year we built 3,498 care packages for kids. On top of that we did Christmas for 1,500 kids, on top of that we put 181 kids in beds. On top of that we gave 600 newborn babies born at the poverty level fully packed diaper bags to come with, so they had everything they needed the first week they came home. So it's thousands of kids every year. Over the course of us being open, um, we're probably pushing, 50, 60, 70,000 kids we've impacted, which is huge. But there's a whole lot more, that we've not even touched the surface.

Tebbe: What lessons do you carry with you from the things you've experienced working here, and going from not being involved in community service and community work to now being involved, are there any lessons that you would pass on or want to share?

Addington: I think the biggest lesson for me is just to really open your eyes and be willing to see what's in your own community. It's hard here for us to break people of the myths that they believe. And it's not because people are mean or vicious, it's just how they've been brought up. There's a stereotype about people in poverty that they're lazy, that they don't want to work. There are some of them out there busting their rear-ends and they just can't get that one break or get ahead to get out of the cycle. Um, or there's just this, we get this stereotype all the time, we live in Centerville, we operate in Centerville, Centerville is an affluent community, and I hear I don't know how many times, but it's not here in Centerville. Then why do we have this many kids on a free lunch program and why do we have this many kids who don't eat on the weekends and why do we have this much Section 8 housing? It's here, it's here, and don't think that it's just in third world countries, ok let's go outside of Centerville, state of Ohio. One in three kids in our state is at or below the poverty level, one in three--that is not right. In the United States alone, we have millions of kids that go to bed every night without the basics. Everybody can impact, I mean that's the lesson that I have learned over this. I used to think it was all about money. And that I couldn't impact because I couldn't write the check, ok, I still can't write the check. But I can do this 24/7 and I can impact tens of thousands of kids because of my time, and my talent and my resources. Things that you would normally throw out, throw out, put at your curb as trash, we've got people who throw away perfectly good strollers, at their curb because they don't want to put it in their car to bring it here or take it to Goodwill, we live in a disposable society that it is easier to put that at the curb than it is to donate it and help somebody. That's a lesson learned, I mean we all have way too much stuff. I have become such a minimalist, because I look at it and I go, well, yeah I could buy that, or I could impact somebody else. So I have very much become a minimalist, before I buy it I second guess myself all the time. Or I question myself, I guess is a better way to put it. Where I used to be, I grew up very poor, my mom worked three jobs. People joke with me now because I eat everything plain, I eat my hamburgers my hotdogs plain, because growing up, to have a bun with those things or me was a big deal. I mean you ate your hot dogs, without ketchup with a bun, you had a hotdog with a bun, stop the world. You know, I didn't grow up with those things, where somebody else has the hotdog and the mustard, and the ketchup, the relish, you know, that to me is excessive. But that's just how I grew up.

Tebbe: Can you tell me anything more about your childhood and about growing up and how you might see an influence from that?

Addington: (Chuckle) I grew up with a single parent, who struggled, I always had, don't get me wrong, I always had everything I needed. I grew up playing sports and sports for kids, is very expensive, and I always had the shoes, the equipment and the uniform. I can't even begin to think about the sacrifices that my mom made growing up, plus I had a brother who had medical needs,

incredible needs because of hearing loss and bones that hadn't formed correctly, he always had to have surgeries. So there was a lot of medical attention that he needed, and she did it as a single parent, so I learned drive from her, you never ever told my mom no, that it can't be done. I am the same way, don't tell me I can't do it, I can't get it, cause I am going to prove you wrong, so strong drive was instilled. And a strong work ethic, from the very beginning, my mom worked three jobs and had two young kids. Um, but she was also too proud to ever ask for help and I think had she asked for help, it would have made her life a whole lot easier, and ours. Um, but again, there was that stigmatism that if I ask for help, it means I can't do it or, I'm needy or just all those negative connotations. And I don't want people to see Hannah's as a handout; I want them to see it as a stepping stone, that we are helping them, if we can give a child, a family clothing for their child, they might be able to get ahead on their electric bill. And because they're ahead on their electric bill, they might be able to get ahead on this, it's just the impact keeps going. You know, because we put clothing on a child, a family, it took stress off that parent, so that parent did not abuse that child. Um, you know the parent was able to feed that child, which means that for one month they didn't have to go to the food pantry which boosted their self-esteem, which made them feel better at work, which made their boss notice, which helped them get the raise or the other position. I mean the impact is huge from us clothing a child. So, a lot of that was instilled in me growing up, just a hard work ethic. Probably a detriment is I have a problem asking for help. Which means delegation, I have a hard time delegating cause I just think I can do it all. So I have learned lessons from growing up, but I also was brought up with a lot of skills, and a lot of ethics and morals that have come into what I do today.

Tebbe: Is there anything else you want me to know or, you feel I should hear about your work, or just your life, anything?

Addington: Um, I will tell you one of the funniest stories in Hannah's this is my favorite to tell. Five years ago we were in another building, we were not in this building. We were in this little strip shopping center, we were all chunked up. Literally you built a care package for a kid, and you did their clothing here and you ran across the parking lot and got their toys. You ran, down the hallway, and up the stairs, to get something else, so we were all chunked up, right in all of this space. We had a board at the time that didn't believe in fundraising, they just thought manna was going to drop from the sky and um, people would throw money at us but we didn't ever need to ask them or tell them about us. It was a crazy time for Hannah's. And so here we are, we get to five years and we find ourselves broke. We find ourselves with \$1300.00 in the bank, our landlord did not want us in the space we were in. Because we weren't retail, and we sat in a retail space, but we weren't retail so they were not making money off of our rent plus so much of our sales. So they basically asked us to leave, they basically told us, we have somebody else for your space, can't keep you here any longer um, you need to find someplace else. So, a little bit hard with \$1300.00 to your name, when you have to walk into someplace and give first and last month's rent, and sign up for utilities, and you know, \$1300.00 bucks was not going to do it for us. So, went to the board, asked the board how we were going to fix this and the board's solution was, close. They voted at that board meeting, and then said this is the procedure we are going to close Hannah's down with. We're going to issue a press release, we're going to liquidate everything, they had the plan, worked it out at that board meeting. So we issued the press release. Went out, couple days later, picked up in the paper, story about we're going to close, then we get this letter in the mail. I will always remember this letter, and I wish I had kept it. Um, typewritten, ok you could see the strike marks on the paper, the envelope and the paper, the letter, were typewritten. It is this letter saying, "Read about you in the paper, I would like to see your 501C-3 Application, I would like to see the last so many years of tax returns, I mean, the laundry list in this letter was incredible. No, non-profit, full disclosure at any time, so everything this person was asking for, we had to give. But here's what I'm thinking, we're closing, I'm not answering it.

Set it aside. One of my volunteers came in and told me, I was answering that letter. Now, this certain volunteer happens to be significantly older than I am, and I was brought up with the fact that you respect your elders. So, I have this little struggle going on, I'm closing, I'm not answering it, I had somebody older than me tell me I'm going to answer it, which one do I do? Which one do I do? After the nagging from this person, I answered it. And I'm thinking I'm not going to mail it, if I can deliver it, maybe I can figure out why this person wants all this stuff. Go to deliver it, it's a residential home, cobwebs all this stuff at the front door, obviously this person never used the front door. Not home, ok now what do I do, do I leave it, where do I leave? Well, the neighbor's home, discussion with the neighbor who kind of scared me. I leave the packet with the neighbor who said she will get it to the person. Come back and everybody's like what happened, "Well, I left it," you did what? You know, damned if you do, damned if you don't kind of thing. So I left it. Now this was on a Tuesday afternoon, I left this packet, we're not open Wednesday, at the time we weren't open, I come in Thursday morning. Now, understand this, we were in a space of about 900 sq. ft. long skinny room. Got all of our aisles, all of our racking set up, that there's like 18-20 inches between our shelving space. Ok, somebody had shown up Tuesday night right before we closed with van loads of stuff from a community garage sale. We're not that big of place, so we take all these bags and shove them down the aisles. We're not open Wednesday; I come in Thursday morning to a message on the machine from the guy in the letter. I'll be there for a tour first thing Thursday morning. Our facility is trashed. I don't know who I have in for the day, I have what looks like a garbage dump, up and down every one of my aisles, so we start taking everything, as people show up we're taking everything out and we're putting it in their trunks, in their backseat in their front seat we're filling up their car. We're taking it out into the breezeway and we're shoving it under the stairs you know, we're trying to clean everything up, right. Now in the mean time I've tried to figure out who this guys is, and who the foundation is that's written on the letter. I called all of my board members, I've called the chambers of commerce, I've called major people within the banking industry, I've called the Dayton Foundation. Nobody has ever heard of this guy, or this foundation. So I knew nothing, nothing. So he shows up for the tour, I give him the tour in the middle of the tour I get a phone call, one of my board members, finally found out about this guy, finally find stuff on the foundation. He really dug, I'm in the middle of the tour with him, and get this phone call. That is a whole other story in itself, that phone call, but fills me in on who the guy is, give him the tour, at the end he pulls an envelope out of his pocket, shirt pocket, been there the whole time, that envelope. Pulls it out and says, I think what you do is amazing and I hope this keeps your doors open. Check for \$10,000 dollars. Two weeks later, during that next two weeks we started looking for a new space. Our grant review comes up for Lexis-Nexis, they came on site, and I said, look I know you're looking at us for grant funding, we're closing. But can I show you a possibility. And I brought them here to this building that we're in. And I said, we have the opportunity of renting this space. I have ten-thousand dollars. I need additional money to be able to come into this space, fire all of my board members and rebuild Hannah's. We are going to start from ground zero and rebuild Hannah's and fix everything we've done wrong the first five years. I got a phone call the next day. "I'm sorry we've denied your grant," we wrote it for a specific funding purpose, "I'm sorry we've denied your grant." However, we're going to give you unrestricted funds and we're going to match the ten-thousand dollars that the other foundation did. So, that \$20,000 dollars launched us into where we are today. When we took this space we started in 4000 feet, we've gone through two other expansions, to now we operate out of 8000 feet, fifteen member board, the strongest we've ever had and we're impacting thousands and thousands of kids ever year, with no plans of, not stopping. It took us to the point of almost closing this organization to realize everything we were doing wrong and that we needed to stop running as a charity and start running as a business. Bottom line here matters, running as a business the strongest we've ever been, even in a bad economy. Not to say we don't struggle, not to say we don't worry, we do, but the strongest we've ever been, because we operate as a business. So that's my favorite story here.

Tebbe: Well, thank you for taking the time to talk to me.

Addington: My pleasure.

Tebbe: I appreciate it and I've really enjoyed listening to everything about Hannah's.

Addington: My pleasure.

Tebbe: Thank You.

Glossary

Any special terms, events, people referred to in the interview and/or transcript