

QUARTERLY

SECOND Quarter 2021a



A publication for Gift of Adoption Investor Board members. Please pass along to others who may be interested in this cause. Send comments and feedback to pdevereux@giftofadoption.org

1 2 3 4 news

Gift of Adoption provides grants to complete the adoptions of vulnerable children - giving them a permanent family and the chance to thrive

Jack Salzwedel is a new member of the Gift of Adoption Investor Board. He currently serves as the Chairman and CEO of American Family Insurance. Gift of Adoption recently spoke with Jack about his personal experience with adoption, why he decided to become an investor and to learn more about how he has made diversity, equity and inclusion (DEI) initiatives a core component of the American Family culture.



I joined American Family Insurance at a time of upheaval for the company. We were sued for redlining in Milwaukee. We had, quite honestly, some practices going on at that time that shouldn't have been happening. The company entered a consent decree in 1995, and in June of that year, they appointed me as the new sales director. My first job coming in was to not only deal with all the sales and normal aspects of the business, but to also implement this consent decree, not just to the letter of the law, but also to the spirit of the law.

I remember going to my first meeting with the private plaintiffs who had sued the company with the federal government. I walked out of that first meeting and I clearly realized that this isn't about people being on one side of the table or the other; it's about building a round table, and it's about how we fill needs in a community that has been misrepresented and

disenfranchised for a long time. I vowed that if I ever ran the place, I was going to do it differently.

Now, diversity, equity and inclusion are in the fiber of who we are. Part of it is because we want to be a good corporate citizen and we want community investment, but we've done enough proprietary and non-proprietary work to understand that having a diverse workforce and serving diverse customers provides greater efficiency, greater effectiveness, more engagement and better bottom-line results. It's become really central to who we are as a company, and we believe that our results have been really good.

My Connection to Adoption

Adoption has always been a very normal part of our family. In fact, I'm here because of adoption. My parents

were told they couldn't have kids, so they adopted my brother and then proceeded to have four biological kids, including myself. When my adopted brother became very ill with a kidney disease, I was, strangely enough, a perfect match for him. I donated a kidney to him about 25-years-ago and he's doing great. He's actually sheltering with us during the pandemic, and we have a close relationship.

When my daughter and son-in-law were looking to grow their family, they also went through adoption, and brought home a beautiful baby girl this past April. It's an unbelievable process.

I haven't found or become aware of another organization that is like Gift of Adoption. Gift of Adoption is very distinctive in what it stands for and how it operates; by definition, Gift of Adoption is helping the most disenfranchised and disadvantaged. I see a really strong connection between DEI work and the work that Gift of Adoption does on a daily basis.

What's most compelling to me about Gift of Adoption is that it helps people who may not have the means to complete an adoption on their own, and a child who may be in a disadvantaged circumstance, and brings them together in a very meaningful and impactful way – as family.

Did You Know?

Consider making your Investor Board donation with a gift of appreciated stock. Please contact Pam Devereux for more information. Gift of Adoption has an account with **Charles Schwab**; account#: 5328-4989 DTC#: 0164

Then and Now – Edwin and Christian



THEN: Ernesto and Awara of Indian Trail, NC adopted biological brothers, Edwin and Christian from Peru in 2010 when the boys were aged 10 and 5 years old. Before adoption, the boys were living in an orphanage in Peru. Their mother had died from Tuberculosis when Christian (the younger brother) was a year and half. Their father died in a car accident a few months later. With the help of a Gift of Adoption grant, Edwin and Christian became a part of Ernesto and Awara's family ten years ago.

NOW: Ernesto and Awara shared an update with Gift of Adoption this past September. "Last fall both of our sons came down with Tuberculosis, ten years after we adopted them from Peru. It had been latent in them, passed on to them by

their biological mother who died of TB. Our family was thrown abruptly into treatment which included hospitalizations and intense medications. We learned that, while TB is treatable here, it is the leading cause of death from infectious disease outside the US. We are so grateful that the boys were able to receive state-of-the-art care and are today, back to the healthy, happy boys we know and love. The sickness did bring up a lot of emotions in them, causing them to think deeply about their birth mother. Adoption is always born of pain, but we are honored to be able to help them on this journey. The boys know they are loved deeply and, thankfully, they are thriving once again!"



UPCOMING EVENTS

Investor Board members are invited to participate in any of the events listed here. If you would like to join in the fun, please email hschwartz@giftofadoption.org.

WISCONSIN

There's Nothing Trivia(L) About Adoption Virtual Trivia Night

Thursday, January 21, 2021 @ 7:00 PM (CST)
Online – Play from anywhere!

TEXAS

Tossing For Kids Cornhole Tournament

Saturday, January 23, 2021
11:00 AM – 6:00 PM (CST)
Alvarado, Texas

NATIONAL

Gather for the Gift

Thursday, October 14, 2021
Chicago, IL

FOR MORE
INFORMATION VISIT
[GIFTADOPTION.ORG/
UPCOMING-EVENTS](http://GIFTADOPTION.ORG/UPCOMING-EVENTS)

Investor Board Members

* joined this quarter
** renewed this quarter

Ann G. Airey
Anonymous
Sol and Angela Bahng
Cyn Barrette
Mr. James Bauman and
Ms. Candace Moore
Charles and Kimberly Bernard
Robert and Maureen Bland
Karen and Dan Brennan
Meghan and Dan Burns
Chris and Petey Butler
James and Judith Callan
Katie and Jake Carney *
Kath M. Carter
Stephen and Kim Chipman
Kevin and Linda Coenen
Carrie and Ed Del Hierro
Pam Devereux and John Brassil
Greg DiDomenico
Siobhan Flynn and Alec Dike
Randi Friedman

Kate and Dan Gibbons
Anne Gross
Christine and William Guthrie
Alison Gutterman
Debbie K. Hogate
Tom and Colleen Huffman
Laura and Gary Hill
Maureen and Ben Ivory
Amanda Jacobowski
Jerry James and Kitty Bliss
Tatia Jones
Cheryl Kaeser and Bill Sorabella
Andrew P. Kerai, Sr.
David and Amanda Knight
Sharon and Gerry Komlofske
Allison and Steve Koppel
Glen Mangold
Corinne and Bill McClintic
Kevin and Lynn McDonald
Keith and Judy McNiff
Michelle McVey

Ed and Nancy Mulligan
Daniel and Tiffany Neely
Elizabeth and Ben O'Connor
Christopher and Linda Ohmacht
Michael and Suzanne Parks
Michele and David Perlman
ArLynn Presser
Jonathan Pryor, in memory of
Dr. Jan Huston Pryor
Jeff Ramson
Meg and Mike Revord
Jim and Laura Roth
Lydia and Patrick Ryan
Jack and Sarah Salzwedel
Robert and Louise Sanborn
Michael and Sheba Sands
Michele Seidl and Neil Shubin
Linda Simon and Family
Mary and Mark Sliwowski
Abby and Mike Smerklo
Mr. Andrew Smith

Leslie Smith and Michael Uzer
Gary and Lana Stachlowski
Greg and Cynthia Stemler
Tim and Sue Sullivan
Tim Swett and Suzanne Burke
Elizabeth and Brian T. Tenner
Liz Van Horn*
Jill and Jim Vint
Cindy Warner
Wedner Family Foundation
Susan Garner Wenzel
Kelly West*
Sam Wijesekera
Steven Williams and Yvette Morrison
Lucy Wyka
(Gift of Adoption Founder)
Hye Yu
Allyson and Richard Zak
Renato and Gina Zanichelli
Parker, Gemma, Jack and Mariana
In Memoriam: Peter S. Gutrich