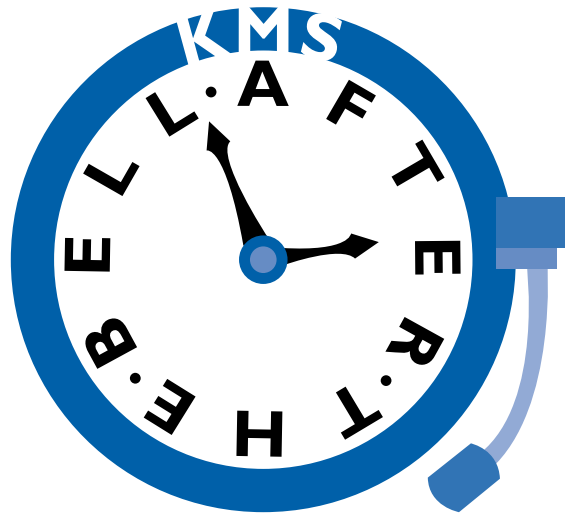




Kennett After-School Association

2016-17 Annual Report



AFTER-THE-BELL



"After-The-Bell is a fun place and it's been the best first experience I ever had"
- Miguel, 6th grade



www.afterthebell.org | Phone: 610-268-5889 | Program Location: Kennett Middle School, 195 Sunny Dell Road, Landenberg, PA 19350



The Kennett After-School Association is a 501(c)(3) independently-funded organization. The After-The-Bell program is housed at Kennett Middle School as an in-kind donation from the Kennett Consolidated School District. The program receives no funding from the school district or any other government source.

After-The-Bell BY THE NUMBERS

5,066

Number of students who have attended After-The-Bell since the program was founded in 1998

362

Number of students who attended After-The-Bell in 2016-17

199

Number of volunteers who donated their time to After-The-Bell in 2016-17

149

Number of activities offered to After-The-Bell students in 2016-17

137

Number of students who participated in our **Brain Base** homework-help laboratory last year

66

Number of high school and college students who volunteered with us last year

35.5

Percent of Kennett Middle School students who attended After-The-Bell in 2016-17

20

Number of new activities offered at After-The-Bell in 2016-17

Infinite

Number of smiles we see at After-The-Bell each and every year!



About Our Program

When After-The-Bell celebrated the registration of our 5,000th student in the winter of 2017, we made the decision not to identify a single student for this honor. All of our students are special and add incredible value to our organization, and every student is deserving of this recognition. So we planned a celebration where we honored all of our students and presented each of them with a shirt proclaiming 'I'M NUMBER 5000!'

It is sometimes breathtaking when we stop to think about the diversity, the excitement, and the spirit of the thousands of children we have served since After-The-Bell was founded in 1998.

Together with our dedicated staff and volunteers, it is our mission to make a difference in the lives of these students. Sometimes that difference is specific. Perhaps a girl was able to ace a math test that a volunteer teacher helped her study for in our **Brain Base** class. Or maybe a boy surprised his family with an Irish Stew he learned how to make in **International Cooking**. Perhaps a young man with a disability made a foul shot while being cheered on by his **Basketball** teammates, or a young woman felt pride **Knitting** a hat that would keep another child warm in the winter. We hear those kinds of stories every day.

Sometimes the difference After-The-Bell makes can last a long time, maybe even a lifetime. Participants have come back, sometimes years later, to tell us that After-The-Bell made them better students and put them on a path toward success. We see evidence of this in the Kennett High School students who return to After-The-Bell as volunteers, paying forward a commitment to make a difference in the lives of students who came after them. We have had After-The-Bell students return to join our staff and one even returned to us as a member of our Board of Directors.

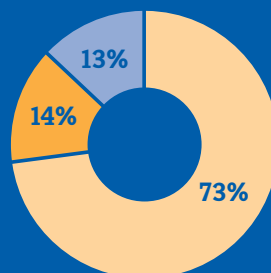
It is inspiring to watch how these middle school students blossom into confident, contributing young adults.

In the 19 years since we began welcoming middle school students to our program with a promise to keep them safe and engaged in a structured and nurturing environment, After-The-Bell has become part of the fabric of the Kennett community. It is our community's spirit of volunteerism, generosity, compassion and resilience that will make it possible for us to welcome the next 5,000 students!

Finances: JULY 1, 2016 - JUNE 30, 2017

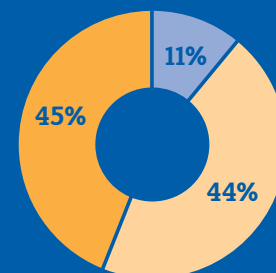
Operating revenues totaled **\$225,390**

Operating expenses totaled **\$224,146**



EXPENSES

- Program
- Management & General
- Fundraising



REVENUES

- Grants
- Donations
- United Way Contributions



Volunteers

Adult Volunteers

George Amoss
 Javier Arce-Virreira
 Jean Baiardi
 Jane Bazzano
 Richard Bellot
 Laurie Brewer
 Rachel Brunke
 Beverly Bruns
 Gaye Buchanan
 Jackie Burton
 Mandy Bushey
 Sue Calio
 Tom Carpus
 Anne Carroll
 Carol Catanese
 Barbara Chisholm
 Harriet Chu Chow
 Sam Collins
 Amanda Conner
 Bonnie Corrado
 Mario Cotto
 Bill Crampton
 Lisa Daily
 Cait Daugherty
 Carol Davidson
 Kevin Delaney
 Michele Della Fera
 Karen Dempsey
 Kavita Deshpande
 Dave Dickens
 Norma Diego Flores
 Marie DiGiulio
 Catherine Dignazio
 Roger Dillow

Bette Dobbins
 Faith Dupuis
 Nancy Felter
 Kathy Fischer
 Andrea Fitzgerald
 Ben Fournier
 Emlyn Frangiosa
 Mary Fucci
 Kerstin Fulton
 Debra Funari
 Julie Gambacorta
 Bob George
 Al Gerhards
 Rita Gerhards
 Dave Gilbert
 Mack Graham
 Marty Gross
 Lori Harbison
 Heidi Hauptschein
 Barbara Heckman
 Walt Herbert
 Sheila Himes
 Jaimie Horton
 Dolores Horvat
 Jeanne Hutton
 Ken Hutton
 Christine Iglesias
 Sydnee Iglesias
 Bettina Jevtitch
 Melissa Keer
 B.J. Kent
 Art Knechtel
 Mary Ann Knechtel
 Carmen Knox

Brenda Korban
 Pat Kotkin
 Kelly Kuder
 Amanda Lane
 Michael Lau
 Fred Lentz
 Julia Lentz
 Donna Lewis
 Laura Mackiewicz
 Georgeanne Manfredi
 Emerson Marine
 Aaron Martin
 Jon Martin
 Sarah Martin
 Jennie Matkov
 Fran Maye
 Ginny McGarvey
 Bill McLachlan
 Rhoda McNitt
 Jeanne McQueen
 John Meadows
 Pam Moriarty
 Elizabeth Munson
 Peggy Newton
 Heather Nicholas
 Suzi Nichols
 Ryan Nuechterlein
 Sean Oakes
 Deb O'Brien
 Joan Odell
 Martin Odom
 Amy O'Grady
 Jean O'Neil
 Annie Osborn

Joyce Parrett
 Holly Peters
 Grace Pfeifer
 Nick Pincin
 Joan Plotnick-Salvo
 John Pusey
 Suzanne Pusey
 Mario Raimato
 Gene Rodgers
 Alyssa Rosario
 Mary Salomaki
 Jenny Schmidt
 Merrilee Scilla
 Pete Scilla
 Lynne Seligman
 Grace Smith
 Sue Soraruf
 Toni Stuetz
 Meghan Sullivan
 Emma Tapia
 Bob Tetu
 Ellen Tetu
 Jillian Tomaino
 Barbara Toman
 Steve Verget
 Del Wallace
 Bill Ward
 Meg Ward
 Diane Wetterholt
 Rob Wiest
 Ben Wood
 Shirley Wood
 Alexa Wright
 Bruce Yelton



High School & College Volunteers*

Alexis Andersen
 Yasani Avalos
 Ryan Baccellieri
 Lauren Bell
 Cole Bottari
 Natalia Camacho
 Elizabeth Capperella
 Allison Chavez
 Sam Ciccarelli
 Brooke Cicchino
 Sarah Covert
 Brendan Cox
 Michael Crognale
 Megan Cziraky
 Joe Davidson
 Kate Dobbins
 Emma Dougherty

Olivia Dowling
 Elizabeth Esteves
 Austin Eveland
 Erin Felter
 Cassandra Garcia
 Pedro Gasca
 Margaret Gearhart
 Matthew Giovannini
 Reilly Green
 Logan Hall
 Rachel Heckman
 Elizabeth Heldt
 Kathie Heldt
 Amanda Holck
 Danielle James
 Joseph Kalinoski
 Sylvia Kalli

Brinda Kapur
 Spencer Kent
 Sophia Kolliopoulos
 Emily Leto
 Lucero Luna-Nina
 John MacMillan
 Morgan McKenzie
 Jordan Marlowe
 Meghan Megill
 Mireille Miller
 Riley Moriarty
 Abigail Mulligan
 Charles Mulligan
 Matthew Nitz
 Danna Noguez
 Leah Nolan
 Libby Norris

Ashley Orner
 Hayden Prein
 Leonel Ramirez
 Kennedy Ross
 Wes Saunders
 Joe Schlitz
 David Starnes
 Kate Steller
 Collin Stolp
 Bladen Strzalka
 Kate Tallman
 Madison Thies
 Teryn Thompson
 Isabella Valentin
 Cole Wilkins
 Julia Zorab

* Volunteers are from Kennett and Unionville High Schools and West Chester University.

2016-2017:



Our 5000th Student!

During our Winter 2017 Cycle, we were thrilled to welcome our 5,000th student at a special event sponsored by the Mushroom Farmers of Pennsylvania. We are proud to say that since our founding in 1998, we have served more than 5,000 students at no cost to any student and at no cost to taxpayers!

La Comunidad Hispana

We are so grateful to our longtime community partner for inviting our students to their center for **Unexpected Art at La Comunidad Hispana**. In this activity, LCH staff helped our students to make beautiful art, sometimes out of offbeat materials.



Stroud Water Research Center

Thanks to this great new partnership, students traveled to the Research Center for **Hands On, Boots in the Water!** In this activity, students waded through streams, study water ecosystems, test water chemistry, and learn about the important role we all play in water conservation and protection.

Longwood Gardens

We have renewed our partnership at these beautiful gardens to offer **Longwood Gardens Adventures**, where our students spend one afternoon a week exploring the amazing flora and fauna that attracts visitors from all over the world.



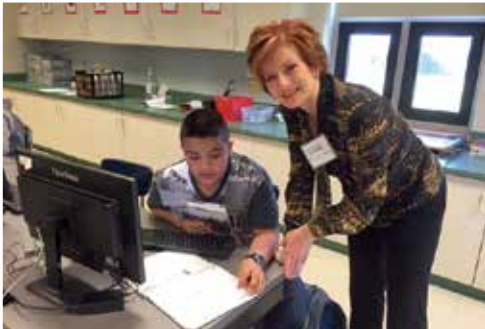
Babysitting Certification

Via a new partnership with the American Red Cross, we began offering **Babysitting Certification**, providing students with the skills they need to be safe and successful babysitters. The activity is taught by a Red Cross Certified Instructor. Financial support was donated by the Hockessin Athletic Club.

What a Year We Had!

YMCA

The Kennett Area YMCA has been a wonderful partner to After-The-Bell for many years. Each cycle, the Y invites our students to participate in a variety of activities, taught by their own instructors, at no charge. In 2016-17, our students went to the Y for **Cross Training, Swimming, Ceramics**, and the newest craze: **Pickleball!**



Brain Base

Our **Brain Base** homework help laboratory has been offered right from the start and is the only activity offered every hour of every day of every cycle of After-The-Bell. With the assistance of volunteers that include current and former teachers, as well as high school and college students, participants have a chance to complete their homework, catch up on schoolwork, and improve their educational outcomes.

Tennis & Golf

Each fall and spring, the wonderful folks at Kennett Golf & Country Club invite our students to their facility to learn the basics of **Tennis** and **Golf**, taught by both volunteers and actual pros.



Cooking

It's no secret that middle school students love to cook ... and to eat! That is undoubtedly why our cooking classes are always the first to fill up. Last year, we offered **International Cooking, Sweet Shop, Cooking Across America, Tasty Bites**, and **Breakfast, Lunch & Dinner**. Yummy!

Dance

With support from the DEA Youth Dance Program, we began offering **Dance, Dance, Dance** in the spring of 2017. Our students love learning the latest dance steps and engaging their creativity to tell stories through movement.



Future Aviators

This awesome activity began three years ago at New Garden Airfield and continues to be one of our most popular activities. Our **Future Aviators** students learn about the science of aviation and actually have a chance to take off for the skies in flight simulators.

INDIVIDUAL AND FAMILY DONORS

Carillon Sponsors (\$1,000+)

Elaine and George Amoss
Anonymous
Rudy Karkosak
Dorothy G. Magers
Aaron Martin
Jennifer and Robert McNeil

Charles J. and Mary Miller
Anne and Michael Moran
Matthew T. Restaino
Lynne and William Seligman
L. Peter and Susan Soraruf
Mary Beth and Stephen Verget

Chime Sponsors (\$501 - \$999)

Kevin and Gerry Boyle
Bonnie and Joseph Corrado
Dick and Kathryn Fischer
Richard and Theresa Forte
Edmundo and Sydnee Iglesias

David and Mary Kerr
Charles Lewis
Agnesann Mathis
Deborah and Kenneth O'Brien

Campana Sponsors (\$151 - \$500)

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Paula and Randy Brenn
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James and Sue Calio
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Janice and Richard Chadwick
Evelyn and Frank Corrado
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Rhoda McNitt and Robert Reitz
Sally A. Retzko and Ted Trevorrow
Richard Richards
Lori Ann and Wayne Sallurday
Sharon Small
Caroline and Gary Smith
Barry and Linda Tomasetti
Ellen and Robert Tetu
Eva Verplank
Scott and Susan Wartel
Ben and Shirley Wood
Robert and Susan Woodward
Philip and Sue Yocum

Gong Sponsors (\$51 - \$150)

Dixie Abbott
Karen and Michael Arbaugh
Emily Artinian
Maricela and Roberto Ayllon
Jean K. Baiardi
Joyce Basciani
Beverly and Christopher Bove
Annette and Wesley Bowers
Lindsay Brinton
Mary Jo and Steven Brockel
Marlene and Thomas Brown
Amber Buller
David and Linda Carlin
Deborah and Steven Casey
Uma and Vinay Chowdhry
Francine Covelli
Lorenzo D'Angelis
Lucy and Peter D'Angelo
Richard and Trudy Davidson
Meg Devereux
Hai and Kathleen Do
Amy Doherty

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Joseph and Laura Finn
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Amy Gemmill
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Cynthia Hyde
Christine and Edmundo Iglesias
Dr. and Mrs. Barry Kanofsky
Diana Karnas

Dawn Doherty Kohl and Steven Kohl
Kenneth Knaide
Lawrence Kraines
Gwen Lacy
Philip and Sandy Lee
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Brenna Levi
Julia Loving
Kevin and Laura Mackiewicz
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Monica Mehring
James A. Miller
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Jill and Michael Mullen
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Ellen and Stephen Pearlman
Loretta Perna
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Don and Sue Phillips
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Cecilia Ross
H. Randolph and Virginia Schofield
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Bill and Joanne Taylor
Lisa Teixeira
Jennifer Weinheimer
Anne Wells
Marjean Willett
Bruce Yelton
Leah Yocum
Betty and Forrest Young

Bell Sponsors (Up to \$50)

John and Sharon Anderson
Mary L. Anderson
Donn Barber
Benida and James Bazzano
Jane A. Bazzano
Stacy Beck
Donna and Martin Beech
Christine Bernstein
Julie and Mark Bodestab
David and Patricia Brady
Sally and Wayne Braffman
Joanne Brown
Amy and Robert Caputo
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Charles and Jean Cheeseman
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Carolyn Cope
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Andrea and Fran Durynski

Bette Lou and William Epler
Ingrid and Rick Fischer
Adrienne and William Gallagher
Mary Garvey
John and Joyce Gebhard
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Sue Green
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Barbara Jester
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Rita Masciantonio
Ashley and James McKeown
Gerald and Mary Ann McNeff
John Meadows
Dominic and Linda Mento
Denise and John Miller
Sue S. Moncure
Julie Noolan
Debra and Robert Norris
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Joss Osbourne
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Eleanor and Walter Paynter
Carolyn and Thomas Peppernick
Mary Pratola

Michelle Reale-Opalesky
Ruth Richards
Karen Rodgers
Dennis J. and Mary Royer
John and Eileen Rule
Carrie and Shawn Saathoff
David and Cynthia Sardo
Patricia and Ronald Schut
Kristi Skross
Amy Huttonn Spaziani
Bart Stolp
Jane and Richard Stoutland
Mary Thompson
Jaqueline and Thomas Van Grofski
Mary Ella Verdes
Bill and Meg Ward
Kristin and Michael Wikol
Ellen White
Michael Williams

We offer our heartfelt thanks to the organizations, businesses and foundations that provide support to the mission of After-The-Bell. Our Community Collaborators and Partners host unique and meaningful offsite activities, provide volunteers, donate equipment and supplies, provide guidance and kinship to our organization, and offer services at no or significantly reduced cost. The Foundations, Corporate and Community Supporters provide the financial support necessary to make the magic happen at After-The-Bell. All of those listed below make a difference in the lives of the students we serve.

2016-17 COMMUNITY COLLABORATIONS & PARTNERSHIPS

4-H Pony Partners	The Garage Community & Youth Center	Kennett Middle School Administration and Faculty	Penn State Cooperative Extension 4-H
Afterschool Alliance	GuideStar	Kennett Middle School Lego Robotics Team	Prices Lanes Bowling Center
Agilent Technologies	His Mission	Kennett Middle School PTO	Reading Olympics
The American Red Cross	Hockessin Athletic Club	Kennett Run Charities	Saint Michael Lutheran Church
Anson B. Nixon Park	Holcomb Behavioral Health Services	Kennett Square Borough Police Department	Southern Chester County Regional Police Dept.
Ashland Nature Center	Holly Peters Oriental Rugs & Home	Kennett Square Golf & Country Club	Staples, Kennett Square
Bridging the Community	Junior Achievement	Kids First Swim School, Hockessin	Stroud Water Research Center
Capacity for Change	Kendal-Crosslands	La Comunidad Hispana	Therapy Dogs International Program
Chester County Intermediate Unit- Migrant Education Program	Kennett Area Arts Coalition	The Land Conservancy of Southern Chester County	Together For Education
Chester County Technical College High School	Kennett Area Inter Gen Coalition	Latino Advisory Board	Uniglobe Tour N Travel
Coverdale Farms	Kennett Area YMCA	Longwood Gardens	Unionville High School
Crossfit, Kennett Square	Kennett Brewing Company	Longwood Rotary Club	After-The-Bell Club
DEA Youth Dance Program	Kennett Consolidated School District	The Market at Liberty Place	United Way of Southern Chester County, Kennett
Delaware Nature Society	Kennett Copy & More	Mary Kay Cosmetics	Chocolate Lover's Festival
Design Design, Kennett Square	Kennett Design	The Mushroom Farmers of Pennsylvania	West Chester University, Office of Service Learning & Volunteer Programs
Episcopal Church of the Advent	Kennett Education Foundation	Mushroom Festival, Inc.	Yoga Secrets, Kennett Square
Everyday Artists, Hockessin	Kennett Florist	The Law Office of David B. Myers, LLC	
Fluffy's Blankets	Kennett Friends Meeting House	New Garden Airfield	
Flying Dragon School	Kennett High School Walk in kNowledge (WIN) Program	Newark Natural Foods	
Four Seasons Garden Club of Kennett Square			
Future Aviators			

2016-17 FOUNDATION, CORPORATE AND COMMUNITY SUPPORT

Applestone Foundation, Inc.	Episcopal Church of the Advent	Lions Club of Kennett Square	Rotary Club of Kennett at Longwood Foundation
CCRES, Inc.	Exelon Charity Golf Fund	Marshall-Reynolds Foundation	Saint Michael Lutheran Church
Chester County Community Foundation	Fidelity Charitable Gift Fund	Mushroom Farmers of Pennsylvania/ American Mushroom Institute	Sara Bowers Fund, Kennett Monthly Meeting of the Religious Society of Friends
Claneil Foundation	Genesis HealthCare LLC	The Mushroom Festival, Inc.	Stoddard Family Foundation
Creative Education	Guardi Family Foundation	Neil Joines Foundation	Timken Company
Dell Giving	Greico Funeral Home, Inc.	Grace S & W Linton Nelson Foundation	TRI-M Group, LLC
Eastern Athletic Clubs LLC	G. Guizzati & Sons	New Garden Meeting of Friends	United Way of Delaware
ECMC Foundation	Hamilton Family Foundation	PSEG	United Way of Southern Chester County
Employees of Cherry Knoll Farm In Honor of Margaret Hamilton Duprey	Hutton Family HeLP		
	Kennett Run Charities		
	Kennett Square Inn		
	LGB Properties, LLC		

PERFECT PAIRINGS FUNDRAISER - APRIL 7, 2017 - SPONSORS

Gold (\$1,500+):

Corrado Construction Company, LLC

Silver (\$1,000 - 1,499):

Franks Wine
Longwood Gardens
Manfredi's Cold Storage & Distribution
Phillips Mushroom Farms

Bronze (\$500 - 999):

Gerry and Kevin Boyle
Kathy and Dick Fischer
Deborah and Kenneth O'Brien
Total Environmental Solutions

Friend (\$250 - 499):

Baccellieri Family Dentistry
The Gables at Chadds Ford
George Krapf Jr. & Sons, Inc.
Holly Peters Oriental Rugs & Home, LLC

S&L Printing
L. Peter and Susan Soraruf
State Street Pizza & Grill
Stillman Volvo
US NELS
Sue and Bob Woodward

SILENT AUCTION DONORS AND SUPPORTERS

We are very grateful to the following businesses, organizations and individuals who supported our Silent Auction by donating items:

George Amoss	Kathy Fischer	Patricia Kleinfelter	Philip and Rebecca Reggio
Artistic Edge	Floga Bistro	La Verona	Merilee and Peter Scilla
Gerry and Kevin Boyle	Houquette Cosmetics and Accessories	Fred and Julia Lentz	L. Peter and Susan Soraruf
Buddy's Burgers	Edmundo and Sydnee Iglesias	Carol Leshar	Starbucks
Corrective Chiropractic	Iron Hill Brewery	Lily Asian Cuisine	State Street Grill
Bonnie Corrado	Rudy Karkosak	Longwood Gardens	Ellen and Robert Tetu
Currie Hair and Nails	Kennett Middle School Staff	Elizabeth Munson	Sue Yocum
Kathleen Do	Kim's Nails	James and Jean O'Neil	Y'or So Sweet
Expressions Photography		Holly Peters Oriental Rugs & Home	

Thank you very much to all who purchased Silent Auction items in support of After-The-Bell.

Board of Directors 2016-17

Board Members:

Rudy Karkosak, Ed.D.
President

Pete Scilla
Vice President & Information
Technology Chair

Sue Yocum
Secretary

Susan Soraruf
Treasurer & Finance Committee Chair

George Amoss
Assistant Treasurer

Geraldine Boyle
Special Event Co-Chair

Kathryn Fischer

Sydnee Iglesias
Healthy Snacks Coordinator

Constance Logan, Ed.D.
Metrics Chair

Rosendo Mata

Elizabeth Munson

David B. Myers, Esq.

Jean O'Neil
Program Chair

Holly Peters
Fundraising Chair

Ellen Tetu
Special Event Co-Chair

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Aaron J. Martin
Lynn Pantazes
Randy Schofield
Carol Wendel
Susan Woodward

Advisory Council:

James Orisini, DVM
Loretta Perna
Collis Townsend

After-The-Bell Staff:

Kathleen Meehan Do
Executive Director

Dori Carson
Program Director,
July 2016 – February 2017

Dawn Doherty Kohl
Program Director, March – June 2017
Asst. Program Director,
July 2016 – February 2017

Maricela Ayllon
Attendance Specialist

Braulio Cervantes
Activities Manager

Bonnie Smith
Program Assistant & Technical Advisor



Mission Statement:

After-The-Bell provides a supervised after-school program of recreational, social, and academic skill-developing activities for Kennett Middle School students. The program is led by community volunteers and provided without charge.

Vision Statement of the Kennett After-School Association:

All middle school children will have a safe, enriching environment to go to after school.

Values:

- Respect for self and others
- Caring relationships with adults
- Improved interpersonal & social behaviors
- Appreciation for volunteerism
- Exploration of varied opportunities

From the Board

When we welcomed our 5,000th student this past year, I couldn't help but to think about the extraordinary faith of our founders. The fact that we have now provided safe, structured, unique, and meaningful after-school programming for more than 5,000 students at no cost to any student AND at no cost to taxpayers is nothing short of a miracle. It was that miracle that John and Denise Wood and Marshall Newton believed in almost 20 years ago.

John, Denise and Marshall believed in the compassion and spirit of the Kennett community. They believed that local residents, including parents, current and retired educators, business professionals, scientists, high school and college students, and many others would donate their time to facilitate activities for these students. If you look at page 3 of this report, you will see the names of 199 people who did just that this past year.

They believed individual community members would donate amounts small and large to help support this program. With gratitude, we share the names of the generous individuals who donated last year on page 6 of this report.

Our founders believed that if we ran a program that was structured, well-organized, forward-thinking, and financially responsible, that organizations, businesses, and foundations that share the tenets of our mission would award us grants and other financial gifts at whatever level they deemed appropriate. And our founders believed that many businesses and organizations would become our partners, donating their facilities, helping us to recruit volunteers, providing supplies, and sharing ideas and knowledge. On page 7, we proudly list all of the organizations, businesses and foundations that provided such support in 2016-17.

John, Denise and Marshall are no longer with us, but because of the faith they had in the spirit of this community, After-the-Bell continues to flourish!

Rudy Karkosak

Board President, *Kennett After-School Association*

www.afterthebell.org | Phone: 610-268-5889 | Email: executivedirector@afterthebell.org

Program Location: Kennett Middle School, 195 Sunny Dell Road, Landenberg, PA 19350 | **Business Location:** P.O. Box 1068, Kennett Square, PA 19348



The official registration and financial information of the Kennett After-School Association may be obtained from the Pennsylvania Department of State by calling toll-free, within Pennsylvania, 1-800-732-0999. Registration does not imply endorsement.

The Kennett After-School Association will not discriminate in its educational programs, activities, or employment practices, based on race, color, national origin, sex, sexual orientation, disability, age, religion, ancestry, union membership, or any other legally protected classification.