

*The First
Twenty Years*

*Annual Report
Niswonger Foundation*





2001-2021

SUCCESS

Believe in the Mission

*To create opportunities for
individual and community
growth through education and
other sustainable projects.*

A Message from the Chairman and Founder

The First Twenty Years

As the Niswonger Foundation has grown, we have used many keys to open the doors of educational opportunities for our region's children. Now, as we celebrate *The First Twenty Years*, I find myself reflecting on the essential keys to success that our Foundation staff has used to improve the quality of education in Northeast Tennessee and across the State.

The first essential key is to **believe in the mission**. The work of the Niswonger Foundation has been mission-driven since day-one: "to create opportunities for individual and community growth through education and other sustainable projects." Fundamental to that mission are the priorities of rural education; data driven decision-making, cost effective planning; a willingness to seek and accept new opportunities, and an intentional focus on sustainability of the work.

The next key to success is to **chart the best course**. All the skill in the world can't get you to your destination without proper navigation. For the Niswonger Foundation, this course is being charted, and adjustments regularly made, to ensure a clear-eyed focus on the mission, a thoughtful alignment of needs and priorities, and careful attention to building partnerships.

An important key is to **build a legacy of leadership**. This begins with the dedicated members of our team, most of whom have established a decade or more of "boots on the ground" experience in teaching and educational leadership. As part of the Foundation's team, they are excited to share their talents and skills to build quality educational opportunities for students across our State. And, then there is the remarkable Consortium of School District Leaders who, every day, add tremendous value to our work by reinforcing that basic theory of physics: "The whole is greater than the sum of its parts." Importantly, our Niswonger Scholars are the very definition of why we build a legacy of leadership. One hundred and one strong, their leadership will open doors for the generations that follow.

Of all the keys to the success, this one has opened more doors for us - **take others with you on the journey**. The Foundation moved from "good to great" when partnership became the focus. In building a Consortium among school districts, "my success" became "our success." Engaging grant partners from private foundations to state and federal sources, brought strength in financial resources, a vast experience base, and strong decision-making capability. Whoever said, "There is safety in numbers," understood the importance of this particular key to success.

Every day, the staff and partners in this work hold another critical key in their hands - **stay true to the vision**. In 2001, in the first speech delivered about the Niswonger Foundation, I included a statement that has become the guiding vision for all we do and all we hope to accomplish: **Learn - Earn - Return**. First, determine to **learn**, so that knowledge and wisdom can light the path. Then, **earn** a living that will support both our families and the communities in which we live. Importantly, desire to **return** in greater measure than has been given to us.

These keys to success have helped to build a strong foundation for the next twenty years...

Believe in the Mission
Chart the Best Course
Build a Legacy of Leadership
Take Others on the Journey
Stay True to the Vision

Congratulations to those who have made the Niswonger Foundation so impactful in *The First Twenty Years*.



Scott M. Niswonger

"Scott's leadership and philanthropy have benefitted thousands of Tennessee students. I appreciate his commitment to education and commend the Niswonger Foundation on 20 years of service."

- Bill Lee

Governor, State of Tennessee

Scott M. Niswonger
Chairman and Founder



Chart the Best Course

*With the success of two logistics companies created by Scott M. Niswonger – Landair and Forward Air – the vision of **Learn – Earn – Return** was established.*

Using the model of having a private, for-profit logistics company, Landair Transport, support a not-for-profit educational foundation, the goal of supporting rigorous, relevant, and cost-effective programs in public education became a mission.

2001 The Certificate of Incorporation for a 501(c)(3) with the purpose of operating for charitable, educational, and scientific purposes was filed on November 1, 2001 at 6:00 p.m. The newly established non-profit was named - **Niswonger Foundation**. The Board of Directors was established with Scott M. Niswonger, president; Richard H. Roberts, secretary/treasurer; and Nikki Niswonger, member. Oliver “Buzz” Thomas became the Executive Director. The first meeting of the Board was held on December 6, 2001. At this meeting, the first School Partnership was established with Greene County Schools, providing a plan to establish instrumental music programs for all Greene County high schools. At this meeting, the logo for the Niswonger Foundation was selected, initially appearing on the cover of the 2001-02 Annual Report. The first mention of his vision of **Learn – Earn – Return** was shared by Scott M. Niswonger in a speech delivered on August 16, 2001. The Niswonger Foundation distributed \$630,080 to educational programs in fiscal year 2001-02.

2002 The first class of Niswonger Scholars was selected with a vision of bringing the best future leaders home to Northeast Tennessee. Elizabeth Batson (Tetrick); (Dr.) Jessica Epley (Burchette), Nick Darnell and (Dr.) Morgan Hammer (Krapf) became the first individuals to make this contractual commitment. (Dr.) Ethan Reynolds joined this Class in 2003. School partnerships were established in six school districts, based on the needs of the districts, including literacy, career/technical, science instruction, international languages, and district performance review. The Inaugural *Young People’s Symphony Concert* was held at the Niswonger Performing Arts Center, featuring the Knoxville Symphony Orchestra. Two thousand elementary students attended. The Dictionary Project began in Greeneville City and Greene County Schools, distributing dictionaries to all third-grade students. (To date, over 11,000 dictionaries have been provided). The Niswonger Foundation distributed \$1,133,136 to educational programs and scholarship awards in fiscal year 2002-03.

2003 The second class of Niswonger Scholars was selected, and the first Leadership Institute was conducted. Four new school district partnerships were established focused on English language learners and their families, enhancing curriculum, and improving math instruction. The first Mini-Grants were awarded to other non-profits with missions supportive of the mission of the Niswonger Foundation. Twenty-eight grants were awarded in the first year. The Niswonger Foundation mission statement was first written in the 2003-2004 Annual Report: **“Creating opportunities for individual and community growth through education.”** The Niswonger Foundation distributed \$1,239,734 to educational programs and scholarship awards in fiscal year 2003-04.

2004 Seven Niswonger Scholars were selected, including the first Van Wert, Ohio Scholars, hometown of Scott M. Niswonger. Casey Jackson-Frantz and Brandi Ricker-Shelnutt became the first Niswonger Scholars from Ohio. Linda Irwin joined the Niswonger Foundation as Director of School Programs. Three new partnerships were established, supporting credit recovery, a Pre-K program for at-risk students and online instruction. The Foundation became the sponsor of the Tennessee Teacher of the Year. The Niswonger Foundation distributed \$1,339,352 to educational programs and scholarship awards in fiscal year 2004-05.

2005 Eight Niswonger Scholars were selected. The first junior class trip to New York City was conducted. This would become an annual event for a junior-year experience. Seventy-five Mini-Grants were awarded. The Niswonger Foundation distributed \$1,440,727 to educational programs and scholarship awards in fiscal year 2005-06.

2006 Senator Thomas J. Garland and Dr. Don H. Henard were appointed to the Niswonger Foundation Board. Dr. Nancy Dishner was selected to serve as Director of Leadership and Scholarship. Seven school partnerships focusing on professional development, literacy, career counseling, a virtual high school, middle school enrichment and a “Second Chances” credit recovery program were formed with three school districts. The first Class of Niswonger Scholars graduated from college. Their majors were Biology/ Chemistry, Biology/pre-medical, elementary education, chemistry/pre-medical, and English, thus beginning the “return” to Northeast Tennessee. The sophomore Scholars participated in the first Outdoor Leadership Challenge,



which becomes an annual event. Eleven new Niswonger Scholars were added to the program. The Niswonger Foundation distributed \$2,138,855 to educational programs and scholarship awards in fiscal year 2006-07.

2007

Niswonger Foundation hosted the first School Success Symposium focusing on best practices of education across the region. Five New School Partnerships including the establishment of the region's first international language course to be taught via virtual instruction. Other projects included after-school remediation, reading/language arts/literacy, and positive behavioral intervention. Nine new Niswonger Scholars were added to the program. Seventy-six mini grants were awarded. The Niswonger Foundation distributed \$3,014,691 to educational programs and scholarship awards in fiscal year 2007-08.



2008

Niswonger Foundation supports the establishment of a Statewide Prospective Superintendents' Academy. Scott M. Niswonger and J.R. "Pitt" Hyde III (Memphis, Founder of AutoZone) established a Public School Forum. Seven new Niswonger Scholars were selected. The Scholars visited Mr. and Mrs. Niswonger's hometown of Van Wert, Ohio to complete service projects in honor of their home community. This will become a traditional Scholar experience. The Niswonger Foundation distributed \$2,850,792 to educational programs and scholarship awards in fiscal year 2008-09.



2009

Partnerships were established with East Tennessee State University (to improve mathematics instruction) and the University of Tennessee (development of effective school leaders). Four additional partnership included a region-wide effort to equip high schools in six districts with distance learning laboratories. Fifty-four Mini Grants were awarded. The Niswonger Foundation joined the State Collaborative on Reforming Education (SCORE). Seven new Niswonger Scholars were selected. Buzz Thomas resigned as Executive Director. Scott M. Niswonger assumed leadership of the Foundation. The Niswonger Foundation distributed \$1,790,626 to educational programs and scholarship awards in fiscal year 2009-10.



2010

Niswonger Foundation received its first external funding – a United States Department of Education *Investing in Innovation* grant totaling \$21 million over five years. The Foundation welcomed Tennessee Governor Bill Haslam as the keynote speaker for the Foundation's Tenth Anniversary Celebration. Five new Niswonger Scholars were welcomed to the Leadership and Scholarship program. Four new school partnership were introduced to improve classroom instruction, Latin instruction, and distance learning. A partnership with Tusculum College was initiated to increase the number of certified early childhood special education instructors. Forty-three Mini Grants were awarded. The Niswonger Foundation distributed \$3,049,776 to educational programs and scholarship awards in fiscal year 2010-11.



2011

The *Investing in Innovation* grant took center stage for the school partnerships with a focus on building the **Northeast Tennessee College and Career Ready Consortium**. Fifteen school systems (Carter County, Elizabethton City, Cocke County, Greene County, Greeneville City, Hamblen County, Hancock County, Hawkins County, Johnson County, Sullivan County, Kingsport City, Bristol City, Unicoi County, Washington County, and Johnson City) joined to improve the rigor of their high school curriculum, increase graduation rates, raise ACT scores, provide more dual-enrollment classes with our community colleges, and create greater opportunities for career technical students. Five Scholars were selected for the Scholarship and Leadership Program. The Niswonger Foundation distributed \$4,204,220 to educational programs and scholarship awards in fiscal year 2011-12.



2012

The Bill and Melinda Gates Foundation, J.P Morgan Foundation, and the Rural School and Community Trust joined Scott M. Niswonger as match partners for the *Investing in Innovation* grant. These organizations, along with Mr. Niswonger, secured the twenty percent required matching funds. Among the first efforts of the i3 grant were the establishment of distance learning opportunities and selection of College and Career Counselors to serve the school districts participating in the grant. Five Niswonger Scholars were selected to participate in the Leadership and Scholarship



program. The 2012 graduating Niswonger Scholars became the first class to have a European senior class experience of traveling to London, Paris, and Normandy. The Niswonger Foundation distributed \$5,404,417 to educational programs and scholarship awards in fiscal year 2012-13.

2013

While the synchronous distance learning instruction served some school districts, a greater vision developed to provide online instruction more broadly through asynchronous method. *Niswonger Online* was born and quickly increased capacity to provide broad curricular offerings to rural schools throughout the region. Linda Irwin resigned as Director of School Programs. Vivian Franklin, Director of Counseling for the i3 grant assumed the role of Executive Director of the College and Career Ready Consortium i3 grant. Dr. Nancy Dishner became President and CEO, retaining her position directing the Leadership and Scholarship program. Scott M. Niswonger's title transitioned to Chairman and Founder. The Niswonger Foundation distributed \$6,670,318 to educational programs and scholarship awards in fiscal year 2013-14.



2014

The work of the College and Career Ready Consortium/Investing in Innovation grant hit full stride with continuing growth of Niswonger Online and support from the College and Career Counselors. Advanced Placement (AP) and Dual Enrollment opportunities were consistently growing. All high school students in the region had an opportunity to take both in person and online AP courses and dual enrollment offerings. By this stage of the grant, nearly 400 teachers had been provided the opportunity to attend an AP Institute. Focus was placed on professional development opportunities for the region's educators. Five new Niswonger Scholars were selected. The Niswonger Foundation distributed \$6,836,053 to educational programs and scholarship awards in fiscal year 2014-15.



2015

In the last year of the Investing in Innovation grant, the focus shifted to sustainability of the remarkable progress made by the Northeast Tennessee College and Career Ready Consortium. Three-year grant funding in the amount of \$1,975,000 was secured from the Care Foundation of America to ensure continuation of college and career advising, for a period of three years, using an enhanced program renamed NiswongerCARE (College Access Reaches Everyone). The Northeast Tennessee consortium of school districts became the sustaining force behind Niswonger Online, committing to modest seat fees that could maintain this work. The Niswonger Foundation continued to sustain the Advance Placement efforts, while direction taken by the State of Tennessee made dual enrollment a continuing possibility for students. All successful efforts of this grant were sustained. The Niswonger Foundation and Battelle for Kids hosted a Rural Summit in Greeneville, Tennessee. Five new Niswonger Scholars were selected. The Niswonger Foundation distributed \$3,340,709 to educational programs and scholarship awards in fiscal year 2015-16.



2016

Niswonger Foundation has received national recognition as the result of five research findings of significance from the *Investing in Innovation* grant. Students in the Consortium tended to have higher ACT scores, were more likely to enroll in an AP course during high school, were more likely to earn a score of 3 or higher on an AP exam, were more likely to enroll in college, and were more likely to persist in college relative to similar students in the comparison group. The Foundation is recognized in the *What Works Clearinghouse*, a trusted source of scientific evidence on education programs and research. A successful \$562,500 grant proposal to the Care Foundation of America began *NiswongerCARE Online*. This grant provided the financial support for students in Tennessee's rural distressed and at-risk counties to access Niswonger Online. Three new members of the Niswonger Foundation Board of Directors were selected: David A. Golden, Alan Levine and John Tweed. The *CareerConnect*, workforce readiness initiative, began with an individual grant of \$130,000 from Niswonger Foundation Board Member, John Tweed. Five Niswonger Scholars were selected. The Niswonger Foundation distributed \$2,470,644 to educational programs and scholarship awards in fiscal year 2016-17.



2017

Niswonger Foundation received an \$8 million U.S. Department of Education – *Education, Innovation and Research* (EIR) grant, entitled: *Rural LIFE (Literacy Initiative Focused on Effectiveness)* to improve the quality of middle school literacy instruction. Five new Niswonger Scholars were selected. The Niswonger Foundation distributed \$2,587,000 to educational programs and scholarship awards in fiscal year 2017-18.



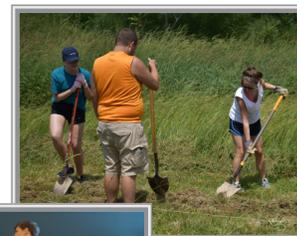
2018

Niswonger Foundation hosted the first *Counselor Convening* providing an opportunity for collaboration among Kindergarten-University school Counselors; and hosted the Regional Summit on *Children in Poverty*. The Walmart Foundation, in partnership with the Rural School and Community Trust, provided a \$450,000 three-year grant focused on literacy instruction in Hancock County Elementary School. The Annenberg School Fund for Children provided a \$50,000 grant to support literacy enrichment in Hancock Elementary, and Carter’s Valley School, Hawkins County. Five new Niswonger Scholars were selected. The Niswonger Foundation distributed \$2,788,055 to educational programs and scholarship awards in fiscal year 2018-19



2019

Niswonger Foundation received its first financial support from the State of Tennessee with the approval of a direct appropriation grant from the office of Governor Bill Lee for the NiswongerCARE College and Career Advising Program. (To date, this funding totals \$2.1 million through FY 21-22.) A second \$100,000 direct appropriations grant from Governor Lee provided one-year of support for CareerConnect, a workforce readiness initiative of the Niswonger Foundation. The Foundation joined as a partner with the New Teacher Center in a \$14 million U.S. Department of Education - *Education, Innovation and Research* (EIR) grant to develop selected teachers as academic school-based coaches to support quality mathematics and language arts instruction. The Leadership and Scholarship program reached the milestone of surpassing 100 Niswonger Scholars. The Niswonger Foundation distributed \$3,540,863 to educational programs and scholarship awards in fiscal year 2019-20.



2020

This was a significant year of pride in our Niswonger Foundation staff as they responded admirably to the challenges of the COVID-19 pandemic. A \$2.3 million/ 3-year grant funded by the Care Foundation of America established *Project On Track* to provide high dosage tutoring to students struggling with literacy development and/or affected by pandemic related learning loss. The Ballard Health Foundation joined as matching partner with a \$300,000 contribution. Comprehensive Educational Resources (CER) became the latest collaborative effort among the Consortium of school districts. The Foundation received Community CARES grants, providing over \$111, 000 to support online course development and enrollment; and to assist with college advisement. The Niswonger Foundation distributed \$5,067,485 to educational programs and scholarship awards in fiscal year 2020-21.



2021

Niswonger Foundation received an \$8 million *Education, Innovation and Research* (EIR) grant from the U.S. Department of Education, entitled STEM LD (Science, Technology, Engineering and Mathematics Learning Design). Matching funds for this grant were secured through the Brotherton Family Foundation, the State of Tennessee, Scott M. Niswonger and several individual donors. The *Inaugural Learning Together Day*, a collaborative professional development experience was held in October, with nearly 2000 educators participating.

The Foundation received a contract from the Tennessee Department of Education to provide Advanced Placement (AP) instruction for high schools across the State of Tennessee. This \$10 million two-year contract is entitled *AP Access for All*. In approximately four months, 82 percent of Tennessee high schools were participating; 79 percent of at-risk and distressed counties; and 77 percent of rural districts. Over 1000 students enrolled in AP courses, for Fall 2021, through Niswonger Online. In the first two quarters of the 2021-22 fiscal year, the Niswonger Foundation has distributed \$3,707,054 to educational programs and scholarship awards.



The Niswonger Foundation has invested \$61,537,538 in educational programs and scholarship awards in the First Twenty Years.

“The Niswonger Foundation is an asset to advancing the academic achievement of all Tennessee students and schools with their culture of in-depth collaboration and impact. For example, the Tennessee Department of Education partnered with the Niswonger Foundation to launch a pivotal program for high school students-- AP Access for All-- to remove the financial or geographic barriers to advanced placement (AP) coursework. Before the launch of AP Access for ALL in June 2021, only 50% of Tennessee high school students had access to an AP class at their school. Now, 86% of all Tennessee's public high schools, representing 110 school districts and 29 counties at-risk or distressed counties, have signed up for AP Access for ALL to give their students free access to one of 14 AP courses and the opportunity to earn college credit during high school. The Niswonger Foundation understands how academics, student readiness, and educator development are key drivers of public education, and I value their commitment to our students and state.”

*Dr. Penny Schwinn
Commissioner of Education, State of Tennessee*

2001-2021 *Build a Legacy* of Leadership

SUCCESS



Class of 2006



Class of 2021

From the first four Scholars in 2002 to the full impact of 101 Niswonger Scholars in 2021, the legacy is established. The dream has become a reality. In the Niswonger Foundation's first Annual Report, the mission was stated: "Most importantly, Niswonger Scholars commit themselves to return to the region to work and service in their chosen professions."

In the past twenty years, the Niswonger Leadership and Scholarship Program has gained recognition for its promising focus on providing leadership development and educational support in exchange for a contractual commitment to return to the region. As the Scholars participate in Winter and Summer Leadership Institutes, complete volunteer service, journal, pursue internships, study abroad and engage in campus leadership opportunities, they are encouraged to envision the applicability of what they are learning to the development of their home communities.

This legacy of leadership development has already seen 47 Niswonger Scholars meet their commitment to return. Of these, Northeast Tennessee has benefitted from developing community leaders serving as teachers, school administrators, college professors, medical doctors, nurses, small and large business management, non-profit managers, engineers, medical technicians, counselors, accountants, pharmacist, and the field of public health. With more Scholars completing their college degrees, engaged in graduate study or having that first professional experience outside the region, there is a promise of a growing legacy of more strong leaders on the horizon.

"In 2002, I was chosen for the first class of Niswonger Scholars. I had big dreams and aspirations but knew that as a first-generation college student I would need help to accomplish my dreams and goals. That spring, I was given the opportunity of a lifetime by being selected as one of four graduating high school seniors to become part of a new experience for our area. Throughout my collegiate experience, I was given the tools and resources to become successful not only in the field of education but also in life. The program was demanding and helped shape me into a leader who would have the ability to successfully serve the region I have called home my entire life. Through trainings, cultural experiences, and networking, I have been given a gift that allows me to help others. The idea that someone could see the potential in me, an 18-year-old from the mountains of Northeast Tennessee, is hard to understand. Daily, I hope that I can pay forward the blessings that were given to me 20 years ago."

*Nick Darnell (Class of 2006)
Assistant Principal, West View Middle School, Morristown
Member, Tennessee State Board of Education*

Sophomores



Gustavo Manuel Castillo
Morristown East High School
College of Charleston
Exercise Science



Derek Ryan Driskill
Cocke County High School
Carson-Newman University
Education (English, Science,
Mathematics)



Macy Danielle Noe
Morristown West High School
Vanderbilt University
Chemical Engineering



Mabel Baleigh Olson
Sullivan East High School
Tennessee Technological University
Electrical Engineering



Samuel J.D. Hensley
South Greene High School
East Tennessee State University
Education (History, Science,
Mathematics)



Juniors



Makayla Lashay Davis
West Greene High School
East Tennessee State University
English/Secondary Education



Trenton Chase Dickerson
Morristown East High School
University of Tennessee
Computer Science



Aisling Grace Hagan
David Crockett High School
University of Tennessee
Natural Resource and
Environmental Economics



Erica Brooke Seal
Hancock County High School
East Tennessee State University
Rehabilitative Health Sciences



John Henry Turner
Jefferson County High School
University of Tennessee
Economics



Seniors



Sarah Elizabeth Douthat
 West Greene High School
 University of Tennessee at Martin
 Health & Human Performance Public
 Health



Alexis Renee Harvey
 Unicoi County High School
 Tennessee Technological University
 Engineering



Jasmine Nicole Martin
 Morristown East High School
 University of Tennessee
 Communication Studies



Aubrie Claire Strange
 Cocke County High School
 Samford University
 Public Relations



Rithvik Vutukuri
 Dobyens-Bennett High School
 Tulane University
 Neuroscience

Alumni Scholars

CLASS OF 2006

Dr. Jessica Epley Burchette	Cocke County High School	East TN State University	Doctor of Pharmacy
Nicholas Shaun Darnell	South Greene High School	East TN State University	Education Specialist
Dr. Morgan Hammer Krapf	Greeneville High School	Drexel University	Doctor of Medicine
Dr. Ethan Emerson Reynolds	Greeneville High School	UT Memphis	Doctor of Medicine
Elizabeth Batson Tetrick	Greeneville High School	Emory University	English

CLASS OF 2007

Dr. Katie Baker-White	Greeneville High School	East TN State University	Doctor of Public Health
Virginia Hines Pfeifer	Science Hill High School	George Washington University	Public Health
Joseph Landon Watson	Greeneville High School	UT College of Law	Doctor of Jurisprudence

CLASS OF 2008

Bradley Scott Brown	Elizabethton High School	Harvard Business School	Business Administration
Casey Jackson Frantz	Lincoln View High School	St. Francis University	CT/Technologist
Brittany Vogt Jorgenson	Science Hill High School	Bucknell University	Classics & Comparative Humanities
Adam Joshua Miller	Hampton High School	East TN State University	Business Administration
Sara Smith Noe	West Greene High School	Carson Newman University	Elementary Education
Brandi Ricker Shelnett	Paulding High School	Carson Newman High School	Counseling/School Counseling
Katie Elizabeth Williams	Unaka High School	Arizona State University	Elementary Education

CLASS OF 2009

Natalie Neas Coleman	Cocke County High School	Vanderbilt University	Secondary Education & English
Benjamin Keefauver Fox	Daniel Boone High School	Washington & Bryant Universities	MBA
Kyle Wesley Holliday	Van Wert High School	Ohio Wesleyan University	Accounting
Dr. Dorothy Elizabeth Loy	University High School	University of Pennsylvania	Biochemistry, PhD
Brandon Todd Reeser	Elizabethton High School	Furman & Emory Universities	Doctor of Jurisprudence
Dr. Brady Cole Seaton	Greeneville High School	Vanderbilt & ETSU	Biomedical Engineering, M.D.

CLASS OF 2010

Christopher Morgan Brown	Unicoi County High School	ETSU	English & Secondary Education
Patrick Carder Brown	Greeneville High School	Purdue University	Landscape Architecture
Dr. Thomas Massey Cully	Lincolnview High School	Indiana Wesleyan & Cornell Univ.	Veterinary Medicine
Abigail Ricca Daniels	Van Wert High School	Ohio Wesleyan & Macquarie Univ.	Zoology & Wildlife Conservation
Lucas Edward Deloach	Elizabethton High School	Vanderbilt & University of Virginia	Doctor of Jurisprudence
Jessica Verran-Lingard	Science Hill High School	Vanderbilt & Stanford Universities	Math & PS & J.D./MBA
Chelsea Goodson Long	Greeneville High School	University of Tennessee	Finance
Adriana Maria Penalba	Morristown East High School	Georgetown & Univ. of Texas	Accounting, Finance & Business Administration
Rian Carl Rainey	Van Wert High School	The Ohio State University	Computer Science, Engineering
Moziano Samuel Reliford	Jefferson County High School	Sewanee & Stanford Universities	History, PS, Dr. of Jurisprudence
Todd Blakley Skelton	Volunteer High School	University of Tennessee	Business Law & Corporate Governance, MBA, Doctor of Jurisprudence
Meredith Wachs Stevens	Johnson County High School	College of William & Mary American University	Mathematics & English Teaching Secondary Mathematics

CLASS OF 2011

Matthew Lee Bible	West Greene High School	Tennessee Technological Univ.	Chemical Engineering
Lauren Williams Bible	Greeneville High School	ETSU	Business Administration
Tyler Lee Boyd	Greeneville High School	Vanderbilt & Virginia Tech. Univ.	Ecology, Evolution & Organismal Biology, Dairy Science
Emily Rose Hollingsworth	Gatlinburg-Pittman High School		Belmont University Entrepreneurship
Sean Michael McCullough	Jefferson County High School	Notre Dame & NW Univ.	Marketing & MBA
Rachel Ann Mixon	Cherokee High School	Purdue & Indiana Universities	Mechanical Engineering & Business Management
Ian Charles Sames	Providence Academy	University of Alabama	Political Science

CLASS OF 2012

Taylor Ashby Grindstaff	Jefferson County High School	ETSU, Carson-Newman, Austin Peay Universities	Psychology, School Counseling, Education Administration
Dr. Jordan Lakota Kim	Morristown West High School	University of Tennessee & ETSU	Microbiology, M.D.
Lawrence Wayne Loving, III	University High School	Tulane University & ETSU	Health, Economics, MBA
Rachel Gabrielle Witt	Johnson County High School	Vanderbilt & Tulane Universities	Anthropology, Art History, PhD

CLASS OF 2013

William Ross Brummett	Jefferson County High School	Elon University	Religious Studies
James Michael Durham	Chuckey-Doak High School	Notre Dame University	Marketing
Johneshia Tashia Good	Science Hill High School	Milligan & ETSU Universities	Biology and Nursing
Elizabeth Ann Jones	Science Hill High School	Clemson University	Mechanical Engineering
Jason David Light	Sullivan Central High School	University of Tennessee	Electrical Engineering
Kayla Williams	Morristown East High School	University of Tennessee, ETSU	Nursing, Masters in Nursing

CLASS OF 2014

Alexander James Croghan	David Crockett High School	Lipscomb University	Chemistry
Yaying Wang	Greeneville High School	Emory, Duke Universities	Psychology & Neuroscience, PA

CLASS OF 2015

Jordan Frye Shields	Sullivan East High School	University of Tennessee	Social Work, Masters of Social Work
Francisco Ochoa-Vargas	University High School	Vanderbilt & Duke Universities	Neuroscience & Economics, JD/MBA
Lillie Nicole Seal	Hancock County High School	Lincoln Memorial, Carson Newman & Capella Universities	Education English Doctorate
Michael Alexander Smyth	West Greene High School	ETSU	Mathematics
Dr. Christopher Ralph Steadman	Dobyns-Bennett High School	University of Tennessee, ETSU	Biology, M.D.

CLASS OF 2016

Michael Gage Armstrong	huckey-Doak High School	ETSU	Biology & Health Sciences
Nathaniel Xavier Dodson, III	Jefferson County High School	Vanderbilt University	Human & Org. Development
Dr. Ivory Janee Shelton	Unicoi County High School	Wake Forest University	Biology, Chem., M.D.
Matthew Stephen Sheppard	Sullivan South High School	Clemson University	Industrial Engineering
Richard Wade Vradenburgh	West Greene High School	Tennessee Tech, VA Universities	Mathematics, Masters in Math

CLASS OF 2017

Raini Rowenhorst Armstrong	David Crockett High School	ETSU	Culture and Health
Kaitlyn Shields Arnold	Pigeon Forge High School	University of Tennessee	ALEC
Dr. Samuel Lucas Brashears	Sullivan North High School	Wake Forest & ETSU Universities	English, Chem, Biology, M.D.
Matthew Johann Grimm	Daniel Boone High School	UT & Tusculum University	Nursing, Family Nurse Practitioner
Dustin Cole Howser	Tennessee High School	Vanderbilt University	Mechanical Engineering

CLASS OF 2018

Hope Marie Adkins	Volunteer High School	Carson-Newman University	Family and Consumer Sciences
McKenzie Reynolds Potter	North Greene High School	University of Tennessee	Accounting, Masters in Accounting
Kristen Alora Ricker	South Greene High School	Milligan College, ETSU	Biology/Chemistry, M.D.
Dillan Wayne Shults	Cosby High School	Tennessee Tech University	Electrical Engineering
Madeline Danielle Standbridge	Sullivan East High School	University of Tennessee, ETSU	Biomedical Eng., Mst. In Public Health

CLASS OF 2019

Courtney Sherry Johnson	Gatlinburg-Pittman High School	Maryville & South Colleges	Exercise Science, Physical Therapy
Morgan Alexandra Thomas	Science Hill High School	Clemson University, ETSU	Doctor of Pharmacy
Zachary Tyler Ward	Volunteer High School	University of Tennessee	Chemistry, Vols Teach
Matthew Hunter Widener	David Crockett High School	ETSU	English
Trenton Blake Yount	Hancock County High School	University of Tennessee	Mechanical Engineering

CLASS OF 2020

Christian Michael Dalton	Hancock County High School	University of Tennessee	Agriculture, Mst. Animal Science
Elijah Charles Pless	Elizabethton High School	Milligan College	Engineering
Tanner Lynn Shively	Sullivan South High School	Carson-Newman University	Youth Athletics & Rec. Mgmt.
Kori Lynn Smith	Chuckey-Doak High School	University of Tennessee	Biochemistry, Biology

CLASS OF 2021

Austin Levi Blazer	Cocke County High School	Belmont University	Public Health & Communications
Brittany Renee Church	Johnson County High School	Austin Peay University	Biology/Chemistry/Religious Stud.
Emily Laurel Ellison	Cocke County High School	Clemson University	Animal & Veterinary Science
Lorraine Faith Hayes	Cloudland High School	Wake Forest University	Pre Law
Tyler James Myers	Tennessee High School	University of Tennessee	Biology



2001-2021 Take Others With You on the Journey

Board of Directors and Officers

Scott M. Niswonger, Chairman and Founder

Dr. Nancy Dishner, President and CEO

Nikki L. Niswonger, Board Secretary

David A. Golden, CEO, ETSU Research Corporation (Board Member)

Alan Levine, Executive Chairman, President & CEO, Ballad Health (Board Member)

John Tweed, Former Executive Vice President, COO, Covenant Transport/ (Board Member)

Kathy O'Dell, Board Treasurer

Partners

NORTHEAST TENNESSEE CONSORTIUM OF SCHOOL DISTRICTS

Dr. Steve Barnett, Johnson City Schools

Jerry Boyd, Washington County Schools

Sandra Burchette, Newport City Schools

Dr. John English, Unicoi County Schools

Matt Hixson, Hawkins County Schools

Edwin Jarnagin, Rogersville City Schools

Dr. Shane Johnston, Jefferson County Schools

Dr. Tracy McAbee, Carter County Schools

David McLain, Greene County Schools

Dr. Jeff Moorhouse, Kingsport City Schools

Manney Moore, Cocke County Schools

Charlotte Mullins, Hancock County Schools

Dr. Jeff Perry, Hamblen County Schools

Evelyn Rafalowski, Sullivan County Schools

Dr. Michelle Simcox, Johnson County Schools

Steve Starnes, Greeneville City Schools

Dr. Annette Tudor, Bristol City Schools

Richard Vanhuss, Elizabethton City Schools

Staff

Dr. Nancy Dishner, President & CEO

Dr. Richard Kitzmiller, Vice President

Dr. Debra Bentley, Director, Project On Track

Dr. Mia Hyde, Director, Comprehensive
Educational Resources (CER)

Kathy O'Dell, Financial Manager

Barbara Bates, Assistant Director,
Leadership & Scholarship

Mike Krause, Advisor/Advocate

Daniel Honrath, Facilities Management

NISWONGERCARE COLLEGE AND CAREER ADVISING

Denise Arnold, Director
Anita Kilbourne-Greer, Associate Director
Heidi Armstrong, Advisor
Jacqueline Bauer, Advisor
William Collins, Advisor
Sarah Douthat, Advisor
Emily Emerick, Advisor
Alyssa Gibson, Advisor

Lucy Lakins, Advisor
Braylee Polson, Advisor
Caroline Porch, Advisor
Sadie Ramsey, Advisor
Hannah Scheurer, Advisor
Jarad Turpen, Advisor
Peyton Vance, Advisor

NISWONGER RURAL LIFE (U.S. DEPARTMENT OF EDUCATION EIR LITERACY GRANT)

Dr. Richard Kitzmiller, Project Director
John Payne, Director of Technology and Innovation
Pam Cox, Compliance Officer
Brittany Seybert, Communication Coordinator
Dr. Tracy Ballew, Literacy Coach
Stephanie Boyd, Literacy Coach
Brooke Drinnon, Literacy Coach

Dr. Catherine Edwards, Literacy Coach
Dr. Bethany Fillers, Director of Professional Learning
Candace Carpenter-Herman, Literacy Coach
Anne Marie Pierce, Literacy Coach
Linda Stuart, Literacy Coach
Brandi Wilson, Literacy Coach

CAREER AND WORKFORCE READINESS/WE TRACK/ CAREERCONNECT

Lawrence Loving, Program Director
Gabby Billiot, Program Coordinator-CareerConnect

NISWONGER ONLINE

Dr. Gina Pavlovich, Director
Jillian Davis, Associate Director/Interim Director

DEVELOPING ACADEMIC COACHES (IN PARTNERSHIP WITH NEW TEACHER CENTER)

Dr. Allison Seeley, Director
Dr. Sherry Cockerham, Math Lead Coach
Dr. Mindy Volk, ELA Lead Coach

NISWONGER STEM.LD (U.S. DEPARTMENT OF EDUCATION EIR STEM GRANT)

Dr. Vicki Kirk, Project Director
Lawrence Loving, Workforce Coordinator
John Payne, Implementation Coordinator

Brittany Seybert, Implementation Coordinator
Breshay Helton, Implementation Coordinator

NISWONGER AP ACCESS FOR ALL (TENNESSEE DEPARTMENT OF EDUCATION PARTNERSHIP)

Dr. Gina Pavlovich, Project Director
Samatha DeBord, Assistant Director
Wendi Kasting, Coordinator of Data & Administration
Lindsey Weeden, Technical Support Assistant
Taylor Campbell, Coordinator of Finance
Chris Dotson, Technical Support Lead
Angela Taylor, Coordinator of AP Cohorts
Scott Lamie, Coordinator of Learning Pedagogy

REGIONAL RELATIONSHIP SPECIALISTS

Marti Cleveland, First Tennessee Region
Jill Jaynes, East Tennessee Region
Samantha Travis, Southeast Region
Janet Graham, Upper Cumberland Region
Dana Jetter, Mid Cumberland Region
Brenda Welch, South Central Region
Donna Smith, Northwest Region
Jon Frye, Southwest Region

Statement of Financial Position

June 30, 2021

ASSETS	
Restricted Cash	\$ 1,666,941
Federal Grant Funds Receivable	389,931
Non Federal Grants Receivable	131,420
Investments	14,252,847
Prepaid Expenses and Other Assets	600
Student Loans Receivable	65,367
Note Receivable	19,590
Collections	101,861
Property and Equipment, Net of Accumulated Depreciation	5,806,117
Total Assets	<u>\$ 22,434,674</u>
LIABILITIES	
Accounts Payable and other Accrued Liabilities	\$ 262,660
Line of Credit	3,061,161
Demand Notes Payable to Primary Benefactor	1,136,826
Refundable Advance	107,667
USDA Loan	719,969
Total Liabilities	<u>5,288,283</u>
NET ASSETS	
Without Donor Restrictions	16,015,136
With Donor Restrictions	<u>1,131,255</u>
TOTAL NET ASSETS	<u>17,146,391</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 22,434,674*</u>

*The Niswonger Foundation distributed \$5,067,485.00 to educational programs and scholarship awards in fiscal year 2021.

An Operating And Charitable Foundation

The Niswonger Foundation was founded by businessman and philanthropist Scott M. Niswonger. Unlike most private foundations, the Niswonger Foundation was established as an operating foundation with its own programs and projects. The Foundation is also approved as a charitable organization. Although a percentage of its operating funds go towards grant making, most funds go into the Foundation's two primary programs – a scholarship and leadership program for selected college students committed to returning to the region and partnership programs for schools.

With Appreciation to Contributors to the Niswonger Foundation (July 1, 2020 - June 30, 2021)

Hope Adkins	Patrick and Susan Creutzinger	Sara Holt	Michael and Gwen Roberts
Yianni Alephohoritis	Dennis and Donna Depew	Henry and Flora Joy	Rita Sexton
Ballad Health	Harold and Nancy Dishner	Laura Linville	Ricky and Robin Shepherd
Barbara Bates	James F. Durham	Michael and Betty McCullough	State Farm Insurance
The Brotherton Foundation	First Horizon Bank	Gary Nave	Transport Enterprise Leasing LLC
CARE Foundation of America	Vivian Franklin	Scott M. Niswonger	Karla and Chuck Terry
Doug and Tammy Carmichael	Tyler Gentry	Kathy O'Dell	Bronson Winters
Covenant Transport	Trevor Gentry	John Payne	Your Cause Corporate Giving
EJ and Leslie Creutzinger	Daniel Hasler	Anthony and Connie Pentz	Sarah and Edward Arellano

Our Grant Partners

Ballad Health	New Teacher Center	Tennessee Department of Education
Brotherton Family Foundation	Office of the Governor, State of Tennessee	United States Department of Education
Care Foundation of America	REL Appalachia (SRI International)	



2001-2021

SUCCESS

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Opportunity to...

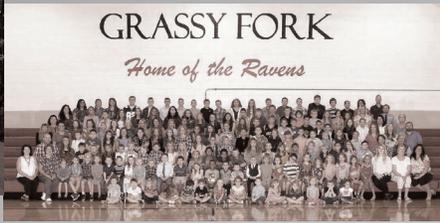
Learn

Responsibility to...

Earn

Commitment to...

Return



NISWONGER



FOUNDATION

For More Information Contact:

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Greeneville Tennessee 37744
(423) 820-8181
www.niswongerfoundation.org