

NISWONGER



FOUNDATION



2022 ANNUAL REPORT
FOCUS ON *"FUTURE PERFECT"*



Future Perfect

MESSAGE FROM THE CHAIRMAN AND FOUNDER

One of the things I value most about the Niswonger Foundation is while hanging around with intelligent and inspired individuals, you are destined to learn something or be reminded of lessons from the past.

I wandered into just such a conversation recently. It was a friendly banter about verb tenses. You know, *past, present, and future*? I was reminded of my high school English class and felt confident I could hold my own.

That became a bit more challenging as the conversation shifted to the details of the four aspects of each of the verb tenses. And, while I decided that the descriptions for each of those are more than I plan or need to remember, my thoughts kept returning to one of those aspects being discussed - “*future perfect*.”

I listened with interest to the important distinction between the *future* tense and *future perfect*. The distinction makes all the difference. The future tense forecasts an action to be completed. *Future perfect* forecasts the action and sets a definitive time or marker for its completion. I see one as a “line in the sand” and the other as a true commitment.

The impact of the Niswonger Foundation is evident in its *past* twenty-one-year history and in the *present* accomplishments of 2022. This year’s Annual Report is an opportunity to share the current successes of a stellar array of programs and projects that are supporting education in our region and across the State of Tennessee. But note, the title of the document is “*Focus on Future Perfect*.” Now, it is time to challenge our team and partners to not just plan for the future of the Niswonger Foundation, but to commit to “*future perfect*.”

At least 222,763 students were impacted by the Niswonger Foundation’s programs and projects in the past year. This impressive number became even more poignant to me when a friend shared a thoughtful toast to the New Year - “*Here’s to the 525,600 minutes we have to make a difference in a year.*” As I read the number of students impacted by our work, it occurred to me that equates to a student’s educational experience being enriched by the Niswonger Foundation nearly every two minutes!

I believe if we plan with vision, commitment, and passion; keep our hands immersed in the work; and use the minutes we are so graciously given, we will stay on track to “*future perfect*.”

A handwritten signature in black ink that reads "Scott M. Niswonger".

Scott M. Niswonger



FOCUS ON IMPACT

35,917

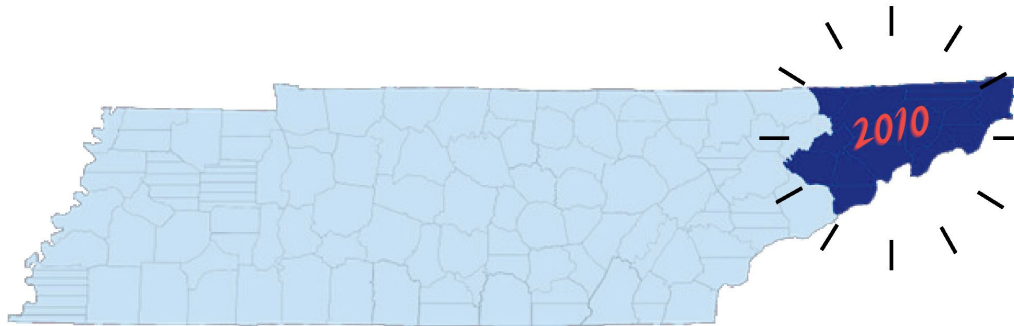
Students Directly Served

17,476

Total Teachers Impacted

222,763

Total Students Impacted



Scholarship and Leadership

School Partnerships

AP Access for ALL

College and Career Advising

CareerConnect

Comprehensive Educational Resources (CER)

Niswonger Online

Developing Academic Coaches



Project On Track

Rural LIFE

Work Ethic Distinction and WE Track

STEM.LD

Scholarship and Leadership

School Partnerships

FOCUS ON TEACHING

Comprehensive Educational Resources (CER)

The mission of CER is to improve student achievement by providing common benchmark assessments, reporting and pacing guides, data analysis, teachers created resources and collaboration across Tennessee. Professional development is central to the work of CER. This is a ready response to the challenges of instructional delivery, including virtual learning.



Impact

- **30 Participating School Districts in Tennessee**
- **138,600 Students Served**
- **38 Content Areas in Math, Science, Social Studies and ELA Writing Supports**

Points of Pride

- 29 school districts use Common Benchmark Assessments, with most sharing data
- 22 school districts use Common Formative Assessments
- 21 educators participating in the first Leadership Academy cohort
- Partner with Principal Study Council offering professional learning for principals; TASL credit available
- Newly added content areas: K-2 Science and Social Studies, 6-12 Writing, Biology 2, and Physical Science

Key Components

- Regional materials aligned to State Standards
- Pacing Guides for all core subjects
- Benchmark Assessments to ensure mastered essential skills
- Data Management System

Participating School Districts

Bristol City, Carter County, Chester County, Cocke County, Dayton City, Dyersburg City, Elizabethton City, Etowah City, Fayetteville City, Germantown, Giles County, Greene County, Greeneville City, Hamblen County, Hancock County, Hardin County, Hawkins County, Henderson County, Jefferson County, Johnson City, Johnson County, Kingsport City, Marion County, Newport City, Putnam County, Rogersville City, Sevier County, Sullivan County, Unicoi County, Washington County

Comprehensive Educational Resources Leadership –

Dr. Mia Hyde, Program Director

Connect with us!

Instagram – <https://www.instagram.com/comprehensiveedresources/>

Facebook – <https://www.facebook.com/ComprehensiveEducationalResources>



CER Website

Developing Academic Coaches

This program is designed to assist English Language Arts, Math and Sciences Coaches in developing their skills to better serve teachers and improve instruction. The Niswonger Foundation is partnering with three other regions, nationally, and the New Teacher Center (NTC), to implement a high-quality, standards aligned, instructional coaching program.

Impact

- **8 School Districts Participating**
- **18 District and School Level Coaches/Teacher Leaders Participating**
- **24 English Language Arts, Science and Social Studies Teachers Served**
- **Support for Professional Learning Communities**
- **TASL Approved Training for School Leaders**

Points of Pride

- Providing support for direct job-embedded training with utilizing coaching cycles and high-leverage instructional tools provided by NTC. Effective use of coaching cycles are proven to impact instructional practice and retain teachers.
- Data reflect that participating coaches increased the number of coaching cycles by nearly 40% from the previous year.
- Of 22 indicators measured for the implementation of this grant, growth was exhibited in 19 of the indicators over the previous year.

Participating School Districts

Carter County, Cocke County, Greene County, Hancock County, Hawkins County, Jefferson County, Johnson County, and Washington County

As the needs of every child are different, so are the needs of every educator – in every type of career and at every stage.



“The Niswonger coaching grant has greatly impacted who I am not only as a coach but as a person. Our school family has grown leaps and bounds by using the tools supplied to us from the program. With the help of NTC, our school was a reward school last year, and we are continuing to see significant growth with teachers and students who are directly impacted by the guidance and support from the Niswonger coaching grant. To you, we all say, “Thank You!”

~ Jamie Gibson, Camp Creek Elementary School.

Developing Academic Coaches Leadership –

Dr. Allison Seeley, ELA Project Director/Lead Coach

Dr. Sherry Cockerham, Math Project Director/Lead Coach

Connect With Us on Twitter - DevelopingAcademicCoaches@NiswongerDAC

Professional Development - Learning Together Day

The catalyst for Learning Together Day is the Northeast Tennessee Consortium of School Districts. Superintendents discussed their desire to offer relevant and timely professional development for all teachers and school personnel. The belief is that by “learning together” a greater impact can be made on the quality of instruction in our region. The first Learning Together Day was held in 2021 with approximately 2000 in attendance and exceptional results. Interest increased among school districts and attendance more than doubled in 2022.



Impact

- **4700 Educators Registered**
- **11 School Districts Participating**
- **13 School District Site Sponsorships**
- **Food City Provided Significant Corporate Sponsorship**
- **5 Higher Education Partners – East Tennessee State University, King University, Milligan University, Tusculum University and Walters State Community College**
- **Ballad Health Joined in Partnership**

Points of Pride

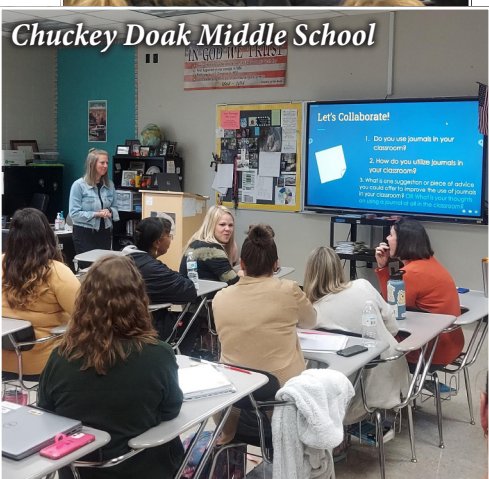
- A dedicated Leadership Team, representing all participating districts, used feedback from 2021 Learning Together Day to more than double participation in 2022.
- Content Areas were increased to provide relevant and valuable sessions for all educators participating.
- 95% of Educators in attendance rated the day as “adequate to excellent.”
- Teachers’ comments on the evaluation:
 - I loved talking to and hearing from other local educators working in similar situations. The sessions were excellent!
 - Having grade-level specific sessions is a definite strength.
 - Presenters were amazing!
 - Collaborating with educators from other districts
 - Getting together as a community to learn from each other.

Learning Together Day Leadership -

Dr. Mia Hyde, *Project Director*
Dr. Debra Bentley, *Project Director*
Barbara Bates, *Registration Coordinator*
Denise Arnold, *Counselor Convening Coordinator*

Myra Newman, *Elizabethton City*
Angie Wills, *Johnson County*
Lori Allen, *Hawkins County*
Sarah Akard, *Sullivan County*
Buddy Smith, *Hamblen County*
Rhonda Stringham, *Kingsport City*

Amy Messer, *Newport City*
Shelly Smith, *Greene County*
Cindy Hayes, *Washington County*
Richard Church, *Carter County*
Kelli Barnett, *University School*



FOCUS ON LEARNING

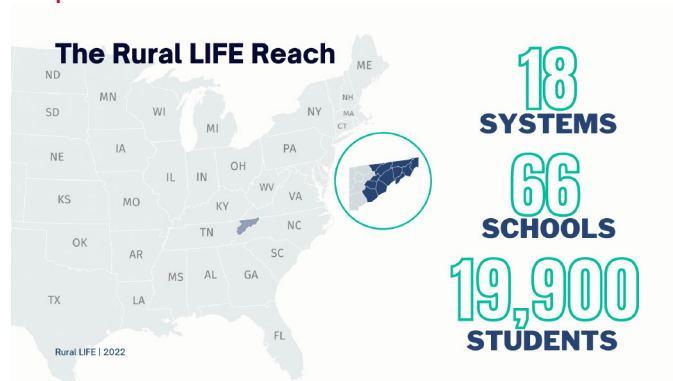
Rural LIFE

The Rural Literacy Initiative Focused on Effectiveness program uses personalized learning strategies to improve academic achievement for students in grades 6-8 in Northeast Tennessee. The overarching goal is to empower literacy coaches to work with school leaders and teachers to implement and sustain personalized learning practices in the English language arts and beyond.



Rural LIFE Website

Impact



Rural LIFE Video

Innovation Insight



Newsletter

Points of Pride

- **Reflect & Connect: Rural LIFE Summer Institute 2022** – The Institute provided professional learning sessions informed by reflections and key learnings about the five-year grant project. With a total of 118 teachers and school leaders in attendance, the event was featured in the inaugural EIR Innovation Insight Newsletter.
- **Learning Forward Annual Conference** - Rural LIFE leadership, grant partners Leading Edge Learning, and select district and school leadership presented two sessions at the 2022 Learning Forward Annual Conference, hosted in Nashville, Tennessee. Sessions focused on unpacking personalized learning within high-quality instructional materials as well as leveraging networked learning design to support teacher and leader professional learning around newly adopted instructional materials.
- **Continued Learning** – Rural LIFE introduced two competitive sustainability initiatives in the third and fourth years of the grant—a networked improvement community called the Strong Start Network (SSN) and sustainability grants—as an expansion of learning from the first years of the grant. The SSN focused professional teacher and leader learning around newly adopted instruction materials while the sustainability grant teams explored strategies for using data to personalize instruction.



Strong Start Website

Rural LIFE Staff

Dr. Richard Kitzmiller, *Project Director*
Dr. Bethany Fillers, *Director of Professional Learning*
John Payne, *Director of Technology*

Brittany Seybert, *Communication and Dissemination Coordinator*
Pam Cox, *Compliance Officer*
Tracy Ballew, *Coach*
Candace Herman, *Coach*

Brooke Drinnon, *Coach*
Catherine Edwards, *Coach*
Linda Stuart, *Coach*
Brandi Wilson, *Coach*

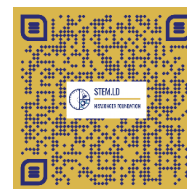
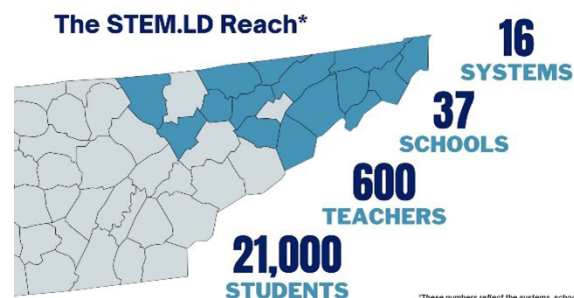
STEM.LD

STEM Learning Design targets students and educators in grades 6-12. The project provides in-person and virtual STEM-rich environments for students to accelerate learning and be exposed to STEM fields, leading to positive student outcomes and potentially meaningful employment in the workforce post high school.

Impact

Partners Supporting STEM.LD Experiences

- Bio Builders
- Civil Air Patrol
- East Tennessee State University
- If I Had a Hammer
- Northeast State Community College
- Purdue University
- Streamworks
- University of Alabama Huntsville
- Walters State Community College



STEM.LD Website



STEM.LD Video

Points of Pride

- **Eighth Graders Taking Algebra I** - Through the STEM.LD program, eighth graders may take Algebra I at no cost through Niswonger Online. In Fall 2022, 75 eighth graders took Algebra I through the STEM.LD program. Students were from 13 participating schools with 6 of those schools being new to Niswonger Online. Growing this effort is a long-term goal of STEM.LD
- **YOU Belong in STEM** - STEM.LD has two commitments as part of the U.S. Department of Education's YOU Belong in STEM campaign.
 - Commitment 1: STEM Learning Design (STEM.LD) will provide out-of-school time activities and advanced coursework opportunities to an additional 20 schools—and an estimated 6,000 more students—by January 2025. STEM.LD will support the implementation of 3-5 new STEM pathways developed in collaboration with local IHEs and at least 1 workforce certification pathway. At least half of these schools will create a school-wide STEM vision in collaboration with a deep-dive STEM.LD partner, ensuring all students have access to STEM-focused enrichment activities. Additionally, STEM.LD will create an interactive online platform that links students to STEM opportunities matching their academic needs and personal interests. The platform will also connect STEM educators to high-quality, relevant professional development opportunities that will directly impact their instructional practice.
 - Commitment 2: By January 2025, STEM.LD will offer high-quality professional development opportunities to an additional 115 teachers. Teachers will be able to connect to these opportunities both through the traditional project partnerships and through the interactive STEM.LD platform. STEM.LD will also partner with 10 regional businesses and organizations to offer externship opportunities to STEM.LD teachers by January 2025.

STEM.LD Staff

Dr. Richard Kitzmiller, *Niswonger Foundation Vice President*

Dr. Vicki Kirk, *Project Director*

Law Loving, *Workforce Coordinator*

John Payne, *Implementation Coordinator*

Brittany Seybert, *Implementation Coordinator*

Breshay Helton, *Implementation Coordinator*

Dr. Ramona Williams, *Implementation Coordinator*






Project On-Track

Project On-Track is a high-dosage/low-ratio tutoring program for students in grades 1-8 in the areas of literacy and mathematics. High dosage/low-ratio tutoring is an evidence-based practice that helps schools address learning gaps and accelerate learning through more intensive and personalized support for students.



Project On Track
Website

Project On-Track's Five Design Principles of High-Dosage Tutoring

<u>Frequency</u>	<u>Measurement</u>	<u>Small Groups</u>	<u>Curriculum</u>	<u>Trained Personnel</u>
				
At least two 30-minute sessions each week for 12 weeks per semester with same tutor	Use of data to tailor instruction and ensure consistency	1:3 in grades 1-5 1:4 in grades 6-8	Research-based high-quality instructional materials for literacy and mathematics plus other content supports	Trained by specialists in areas of literacy, math, trauma-informed care, data, and TDOE expectations

Niswonger Foundation | Project On-Track | 2022

Impact

- **20 School Districts/Agencies Served:** Boys and Girls Club, Bristol City, Carter County, Cocke County, Coalition For Kids, Elizabethton City, Girls, Inc., Greene County, Greeneville City, Hamblen County, Hancock County, Hawkins County, Johnson City, Johnson County, Kingsport City, Newport City, Rogersville City, Sullivan County, Unicoi County, and Washington County
- **96 Tutoring Sites**
- **2678 Students Served (Fall, 2022)**

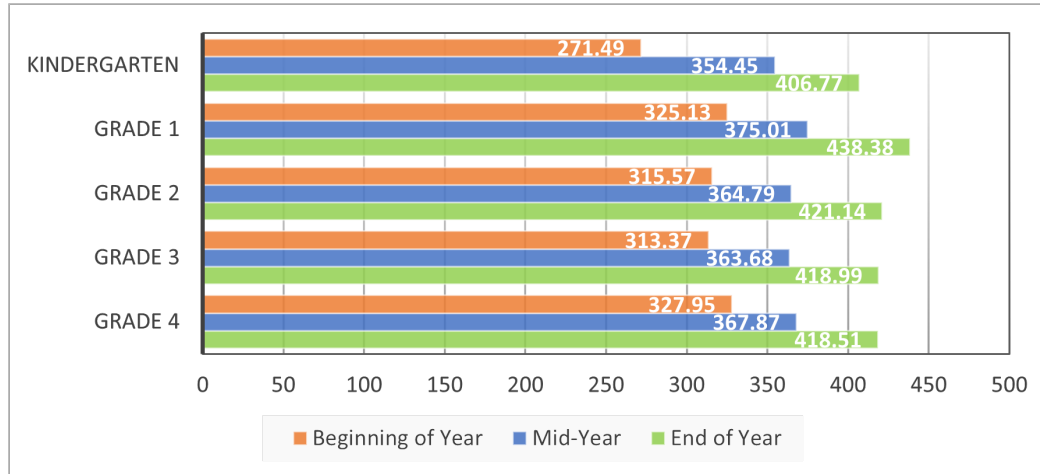
Points of Pride

- 94.5% of all kindergarten students demonstrated academic growth.
- 94.9% of all first-grade students demonstrated academic growth.
- 96.1% of all second-grade students demonstrated academic growth.
- 95.6% of all third-grade students demonstrated academic growth.
- 93.7% of all fourth-grade students demonstrated academic growth.

2021-2022 School Year – Project On-Track Literacy Results

Comparing Populations Report - Analysis of assessment results by grade level

Reported by composite score which reflects 1,639 students' subtest scores.



Project On-Track Staff

Dr. Debra Bentley, Project Director

Dr. Anne Littleford, Family Outreach/Engagement

Miranda Russell, Trauma-Informed Care Specialist

Wendy Garrett, Communications/Data Analyst

Dr. Bethany Fillers, Communications/Data Analyst

Tara Peters, Math Curriculum Specialist

Stephanie Boyd, Literacy Curriculum Specialist



Niswonger Online

The Niswonger Foundation has a goal of ensuring a broad and rigorous inventory of courses to help prepare students, even in Tennessee's smallest and most rural school systems, to be successful with post-secondary education and prepared for careers of their choice.



Niswonger Online
Website

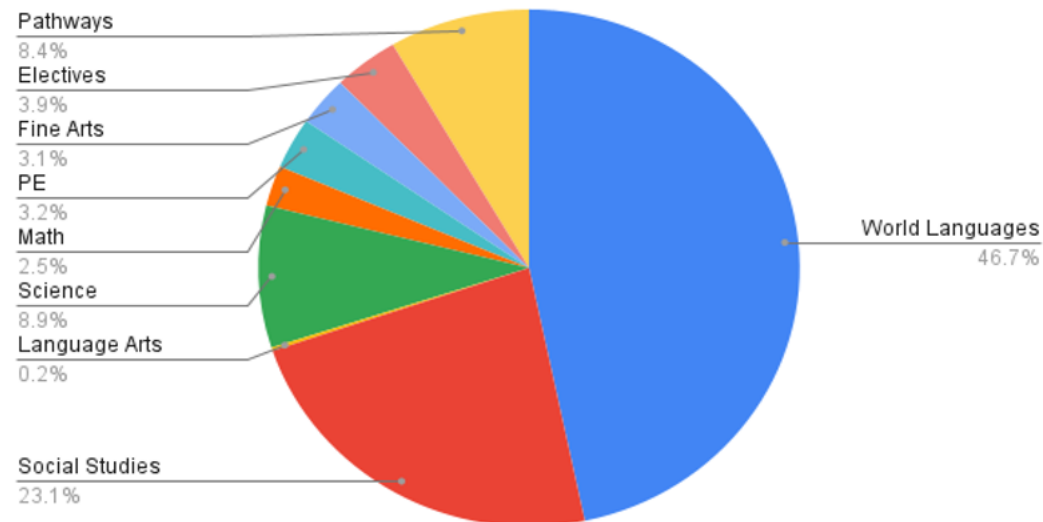
Impact

- 1,507 Students Served in 2022
- 1,904 Course Enrollments
- 49 Schools Represented
- 28 School Districts
- 51 General Education Courses
- 52 Teachers
- 15 New Teachers Joined the Team in 2022

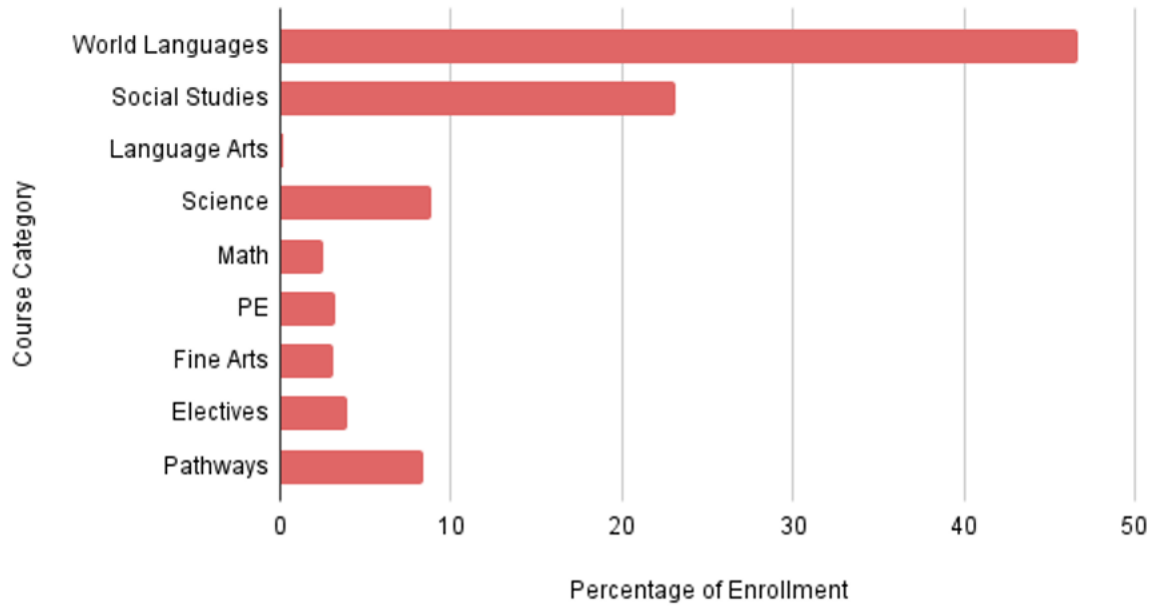
Points of Pride

- The American Sign Language Program grew significantly with the recruitment of five additional ASL teachers.
- World Languages classes continue to be in high demand, marking 46.7% of enrollments in 2022: Spanish, French, Latin and American Sign Language substantially broaden choices for students. Niswonger Online offers Levels 1,2 and 3 of all four languages.
- Niswonger Online, additionally, partners with schools experiencing a shortage of teachers at this unprecedented time to ensure that all students have the necessary courses to reach graduation.

Niswonger Online General Education Enrollment



Niswonger Online General Education Enrollment



Niswonger Online Leadership

Jillian Davis, *Director*

Dr. Catherine Edwards, *Supervisor of Student Success*

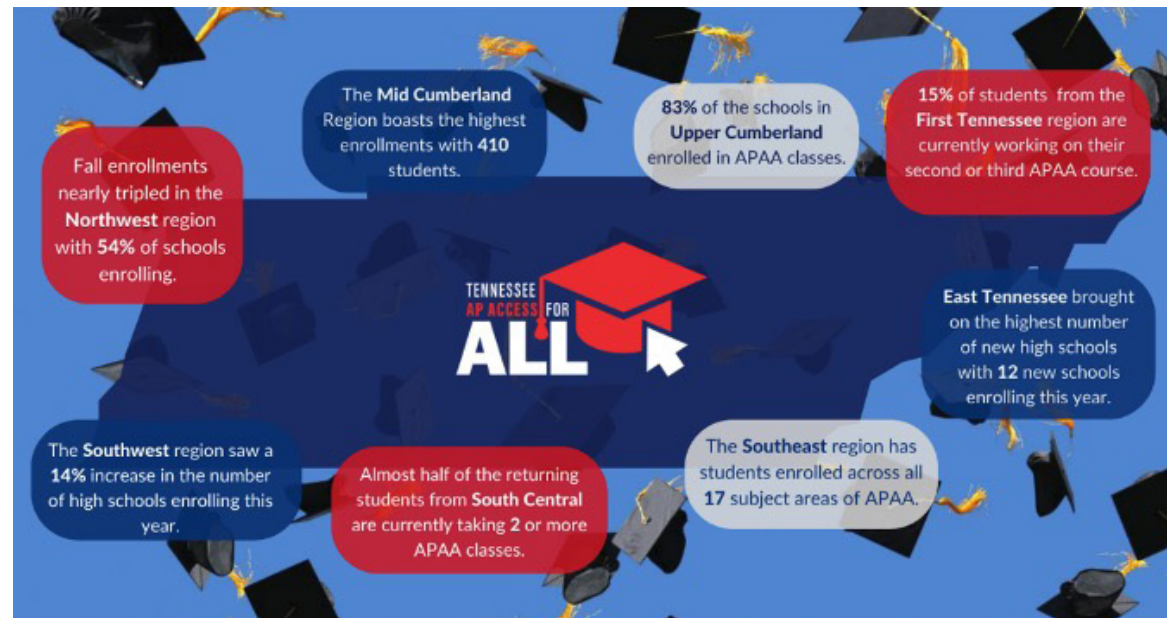
AP Access for ALL

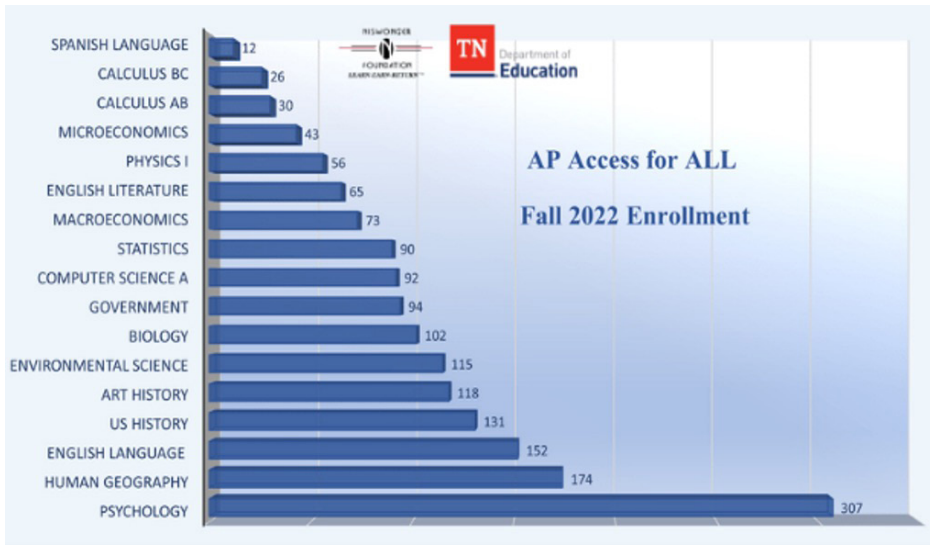
Advanced Placement (AP) Access for ALL provides students across Tennessee with the opportunity to access free virtual AP courses, educational resources, and individualized teacher support from licensed Tennessee educators, and opportunity for AP course testing. Current AP teachers have access to advanced professional development. Teachers interested in becoming AP trained teachers are, likewise, supported in reaching that goal.



Impact

- 1680 Enrolled for Fall 2022 (92% increase from Fall 2021)
- 94% of Tennessee Public School Systems are Participating
- 17 AP Subjects Available
- 91 Sections Offered Fall 2022
- 227 High Schools Served
- 994 High School Credits Earned in Year 1
- 599 AP Teachers Trained in AP Summer Institutes (APSI)
- 1,356 Potential College Credits Earned
- In-class AP teachers were awarded over \$20,000 in mini-grants to fund resources for their local AP classrooms





AP Access for ALL Leadership

Dr. Gina Pavlovich, *Project Director*

Samatha DeBord, *Assistant Director*

Chris Dotson, *Technical Support Lead*

Lindsey Weeden, *Assistant Technical Support*

Taylor Campbell, *Finance Coordinator*

Wendi Kasting, *Coordinator of Data and Administration*

Tiffany Dalton, *Technical Support Assistant*

Karen Fine, *Coordinator of Teacher and Course Reviews*

Social Media:

Facebook- <https://facebook.com/apaccessforall>

Twitter- <https://twitter.com/apaccessforall>

Instagram- <https://www.instagram.com/apaccessforall/>

"AP Access for ALL gave me the opportunity to challenge myself with classes that otherwise were not offered at my rural high school. I feel these courses have successfully prepared me for my post-secondary education."

Piper Gaby
Chucky Doak High School

"I enjoy the time flexibility and how willing the teachers are to help you in all circumstances. I am not completing those assignments to just do them but I am actually learning the material."

Chaunceona Walker
Middle College High School

NiswongerCARE College and Career Advising



NiswongerCARE Website

NiswongerCARE is committed to developing a stronger college-going and career ready culture, with the expectation for post-secondary plan development and attainment of a post-secondary credential. NiswongerCARE college and career advisors assist students in planning their futures, completing post-secondary application processes, and hosting the TN Path to College annual events.

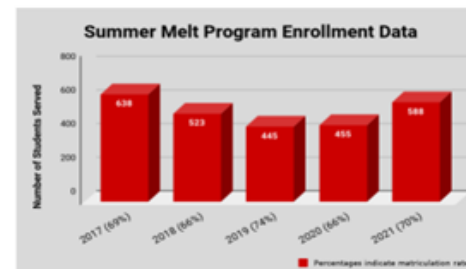
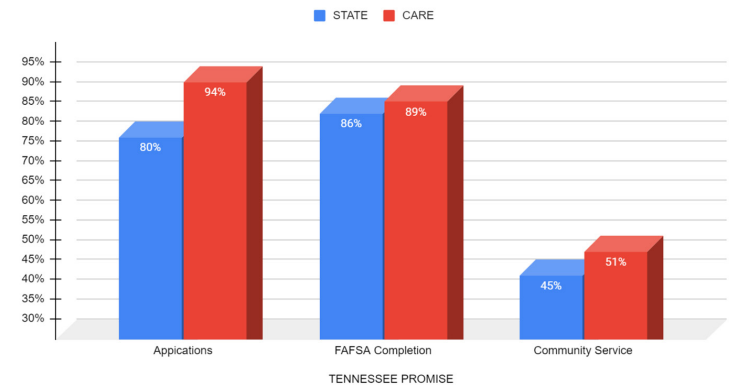
Impact

- **16 Participating School Districts**
- **28 High Schools Served**
- **26,000 Students Impacted**
- **5,600 High School Students Targeted for Support**

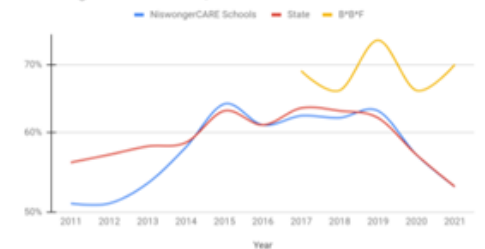
Points of Pride

- High School Seniors served by NiswongerCARE outperformed the state-wide rates for each milestone.
- Four Tennessee Path to College events were held in all 28 high schools. These events are designed to help promote a college-going culture and provide increased insight into the college-going process as students approach high school graduation.
- The NiswongerCARE **Big*Bright*Future** targets first generation, low income, and other underserved recent graduates who are at risk for “Summer Melt,” the surprisingly common scenario in which high-school graduates apply, are accepted, and say they plan to enroll in college—but do not enroll. Data outcomes confirmed the positive impact of the program with a matriculation rate of **70% for the 590 students served in summer 2021 compared to the state’s rate of 52.8%.**

Class of 2022 TN Promise Milestones



NiswongerCARE Schools, State and B*B*F



NiswongerCARE Summer Melt Program
Providing Big Bright Futures for At-Risk Students

College and Career Advising Staff

Denise Arnold, Program Director
Anita Kilbourne-Greer, Associate Director
Alyssa Gibson, Advisor
Braylee Polson, Advisor
William “Colt” Collins, Advisor

Emily Emerick, Advisor
Hannah Scheurer, Advisor
Heidi Armstrong, Advisor
Jackie Bauer, Advisor
Katlyn Jones, Advisor

Peyton Vance, Advisor
Sadie Ramsey, Advisor
Jasmine Martin, Advisor
Shannon Sands, Advisor
Ellie Kirk, Advisor

Connect with us! Facebook- www.facebook.com/NCARETN/ Twitter- www.twitter.com/n_caretn/ Instagram- https://www.instagram.com/n_caretn/

CareerConnect

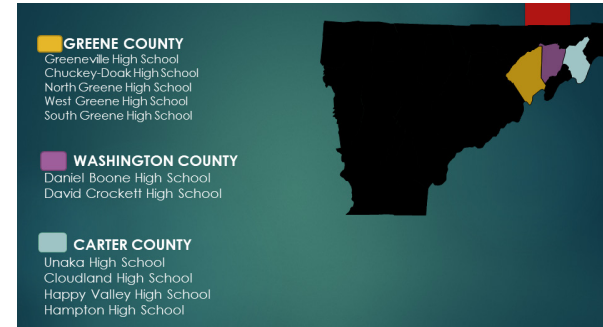
This workforce readiness and career exploration initiative is designed to provide students the opportunity to explore career paths, develop essential skills for workforce success, and gain real-world work experiences.

Impact

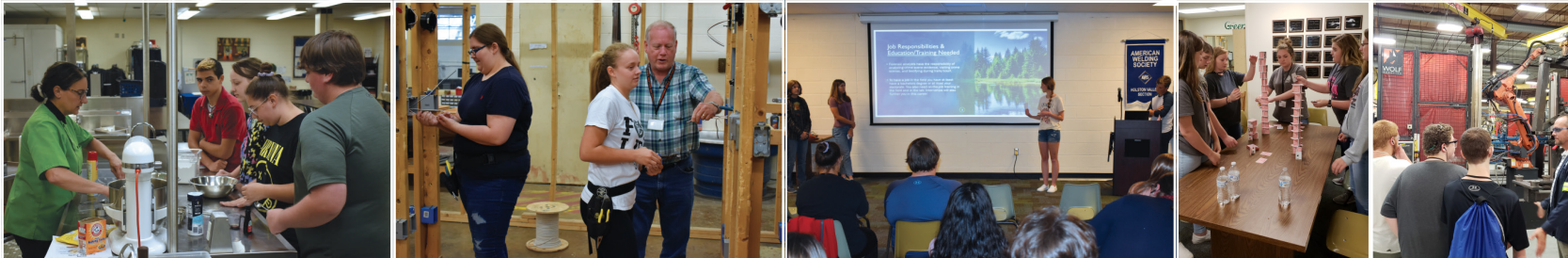
- 5 Years of Service to Greene County and Greenville City High School Students
- 2022 Expansion to Carter County and Washington County School Districts
- 275 Students Served

Points of Pride

- 89% of Greene County CareerConnect students enrolled into some form of post-secondary education - compared to 50% across Greene County.
- Expanded to two additional counties – Carter and Washington, reflecting a 120% increase in students served.
- 6 part-time instructors added to the CareerConnect staff roster – an overall increase of 120%.
- New Partners Added -
 - LandAir - a partner providing student internship opportunities in logistics and business
 - Apex Bank providing Financial Literacy opportunities



Spotlight



“Career Connect has helped me realize my passion for communication and helping others. It also helped me socialize with those who had career goals different but equally important as mine. This helped me realize the diversity and value in many different roles in job opportunities. CareerConnect has helped me to understand what career would be best for me within my circumstances. Watching Ms. Gabby and everyone in the Career Connect program work to help us as students inspired me to want to do the same for others.”

– Katelyn Graham, Chucky-Doak High School, CareerConnect Class of 2023

CareerConnect Staff

Law Loving, Director of Career and Workforce Readiness

Gabby Billiot, Program Coordinator

Connect with us! Twitter- @careerconnecttn



Work Ethic Distinction



Tennessee Students who complete this distinction are recognized as “Tri Star Scholars.” The Work Ethic Distinction (WED) consists of 13 standards that reflect whether a student has the character, academic and technical skills necessary to enter the workforce. Students gain points for the successful completion of standards. A statewide digital platform, supported by the Niswonger Foundation adds function and ease to the collection of student data and connections to potential internships and employment opportunities.

Impact

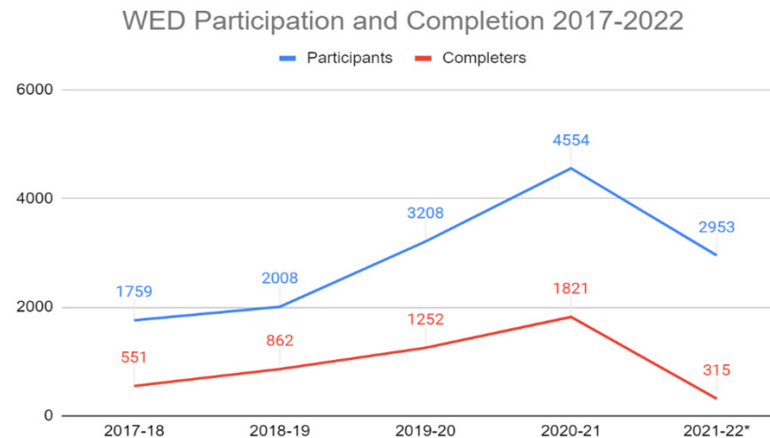
- **148 High Schools Participating, Across All Development Districts 2021-22**
- **2,953 Participants for the 2021-22 Academic Year**
- **315 Students Earned the Work Ethic Distinction**
- **232 Supporting Employers Across the State**

Points of Pride

- Legislation passed to make Work Ethic Distinction a statewide graduation distinction. Earners now known as Tri-Star Scholars
- Additional functionality and updates added to website to improve user experience
- Program completed its 7th year in operation, the 5th year with WE Track as the central platform

Spotlight

Work Ethic Distinction continues to grow as new schools are regularly added. Fall 2022 has seen work begin in places as far away as Giles, Lewis, and Polk Counties. WED also serves as an entry point for rural systems to become more engaged with other Niswonger Foundation projects. As an example, Grainger County has been a WED participant since the program’s inception. Connections from WED led to Grainger County Schools joining the STEM.LD grant in 2021. This, in turn, led to their participation in the AP Access for All program. This is a great example of how our programs overlap and support each other, working towards the common goal of providing opportunities for students.



Builders + Backers

The Niswonger Foundation joined Heartland Forward and Builders + Backers to support entrepreneurship in Tennessee. This program was brought to the region through Heartland Forward's groundbreaking Community Growth Program and Toolkit (CGPT). This first-of-its-kind Idea Accelerator program is designed to make it as easy as possible for anyone to experiment with entrepreneurship.



Impact

- Heartland Forward, Builders + Backers and the Niswonger Foundation competitively chose 10 Tennessee residents to access up to \$5,000 to help them turn ideas into potential businesses or ventures.
- Applicants are not required to submit a business plan or have a pitch deck for their idea. This new cohort of 10 builders is part of Heartland Forward's commitment to funding and supporting 1,000 builders across the Heartland by 2023.
- A new Cohort of future entrepreneurs for Northeast Tennessee will be chosen in 2023.

Spotlight

- **Idea Accelerator:** This cohort-based program combines a 45-day Builder Bootcamp to teach participants how to put ideas into action, followed by 45 days of actively executing their ideas through a single experiment.
- **Pebble Fund:** All of the Builders are supported by a \$5,000 Pebble Grant to test their ideas. Participants are mentored by Master Builders throughout the program.
- **Storytelling:** A comprehensive media program that curates, captures and distributes stories of Buildership™, both from within the programs and in communities everywhere. Through video, written stories, social media and media partnerships, the program inspires people to become Builders.
- **Buildership™ Workshops:** Workshops and other events introduce people to the ideas of Buildership™ and demonstrate that anyone can generate creative solutions through entrepreneurial experimentation that contribute to the sustainability of communities.



Heartland Forward
Website



*Katie Milligan (Builders + Backers), Scott Niswonger,
and Jerry Wilhoit (Northeast Tennessee "Builder")*

Niswonger Scholars

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 Northeast Tennessee.

Juniors



Gustavo Manuel Castillo

College of Charleston, Junior

Exercise Science Major

“Giving back to a community who gave so much to me is very important. Being able to help people who watched you grow is so fulfilling - there is a full circle emotion that makes one feel complete. I think if we want a stronger community in our region, we must prioritize things like

mental and physical health. Of course, I am biased because that is my lifelong passion, but I think that when those two are balanced, other things fall into place.”



Derek Ryan Driskill

Carson-Newman University, Junior

Education- English, Science, Math, Major

“In order to build a stronger Northeast Tennessee, a commitment to the idea of community is vital. The idea of community means working to see the best in individuals and wanting the best for each person. By creating access to equitable and sustainable education opportunities and basic resources, our region can truly foster the best and the brightest as we strive to strengthen our community and future”



Macy Danielle Noe

Vanderbilt University, Junior

Chemical Engineering Major

“Preparing yourself for service is a lifelong journey, and I am so excited and nervous for this leg of the trip. My college education through the Niswonger Foundation has allowed me to expand my concept of service, understand community goals in a deeper way, and discover innovative ways to

change a community. I have learned that what you do is only as impactful as why you are doing it. My engineering degree will undoubtedly equip me to serve others. However, the Niswonger Scholars program has taught me something even more important: how to see my community, understand their struggles and joys, and do something about it.”



Mabel Baleigh Olson

Tennessee Technological University, Junior

Electrical Engineering Major

“In order to prepare to serve our region, I treat every opportunity given to me as a gift. Always remembering this ensures that I gain the most from any given experience. When I return to my community, I will know that I have brought the best version of myself back.”



Samuel J.D. Hensley

East Tennessee State University, Junior

Education- History, Science, Math Major

“After two years in the Niswonger Scholars program, my excitement for serving my community has only grown. Now, as our region grows and pines for modernized leadership, Mr. Niswonger’s dream of preparing Northeast Tennessee for the 21st century becomes more crucial every day. It’s for

that reason that I am grateful that our Scholars program continues to foster Tennessee’s future. I am honored to take my first steps as a professional and community leader with the Foundation’s guidance.”



Seniors



Makayla Lashay Davis

*East Tennessee State University, Senior
English/Secondary Education Major*

“Currently, I am beginning my last semester at ETSU.

Beginning student teaching, I am so excited to be completely immersed in my passion of teaching and helping to shape students for their futures. After graduation, my goal is to work in my hometown of Greeneville and have a role in serving our community and its youth. I believe that having a desire to give back to the region that has given so much to us, we can inspire growth and positive change.”



Trenton Chase Dickerson

*University of Tennessee-Knoxville, Senior
Industrial & Systems Engineering Major*

“Building a stronger Northeast Tennessee begins with individuals choosing to better themselves first. We can’t expect our communities to improve if we do not expect ourselves to do the same. By choosing to be 1% better each day, we choose to improve Northeast Tennessee. By

bettering ourselves, we can sacrifice comfort and complacency to improve the region that we all hold close to our hearts.”



Aisling Grace Hagan

*University of Tennessee-Knoxville, Senior
Natural Resource and Environmental Economics Major*

“I am excited to return to my home community to work on building resilient agricultural systems, managing our natural resources sustainably, and navigating changes in our energy sector. Upper East Tennessee is filled with incredible people that have invested in me my whole life and I intend

to return to invest in others, strengthen our economy, and employ my skills to serve my community. I am so grateful for the opportunities I have been given, most notably receiving a university education, and I look forward to returning to use those gifts to serve those around me through collaboration with other Niswonger Scholars, local leaders, and the whole community in this amazing region.”



Erica Brooke Seal

*East Tennessee State University, Senior
Rehabilitative Health Sciences with Communicative Disorders, Major*

“I am always looking to the future with an eye on the past. Our history serves as a stark reminder of how far we have come and how hard we have worked while the future provides an open door to endless possibilities. In

preparation for my future as a servant leader in Northeast Tennessee, I am creating connections that will foster improvement and growth not only within myself, but also within the Niswonger Foundation and my community. The Foundation provides a platform that allows the Scholars the space, resources, and knowledge to gain experiences and self-awareness that we will use to better serve our region.”



John Henry Turner

*University of Tennessee-Knoxville, Senior
Economics Major*

“We can build a stronger Northeast Tennessee by fostering a strong sense of community, continuing to grow the local economy, investing in education and job training programs, and supporting the growth of small businesses. Additionally, we must continue to promote the region as a

desirable place to live and work for our existing citizens and those across the country. Lastly, we must emphasize the importance of retaining our talent in the region.”





Bahamas



Outdoor Challenge



Leadership Institute



New York City



European Adventure

Tribute to 2022 Niswonger Scholar Graduates



Sarah Elizabeth Douthat
*University of Tennessee-Martin
Health and Human Performance*



Jasmine Nicole Martin
*University of Tennessee-Knoxville
Communication Studies*



Aubrie Claire Strange
*Samford University
Journalism and Mass
Communication*



Rithvik Vutukuri
*Tulane University
Neuroscience*



Alexis Harvey Wilson
*Tennessee Technology University
Electrical Engineering*

Statement of Financial Position

June 30, 2022

ASSETS

Restricted Cash	\$ 3,393,477
Federal Grant Funds Receivable	787,275
Investments	11,700,846
Prepaid Expenses and Other Assets	600
Student Loans Receivable	82,762
Note Receivable	16,000
Collections	101,861
Property and Equipment, Net of Accumulated Depreciation	5,940,194

Total Assets **\$ 22,023,015**

LIABILITIES

Accounts Payable and other Accrued Liabilities	\$ 1,077,945
Lines of Credit	2,574,715
USDA Loan	661,652

Total Liabilities **\$ 4,314,312**

NET ASSETS

Without Donor Restrictions	15,137,322
With Donor Restrictions	2,571,381

TOTAL NET ASSETS **17,708,703**

TOTAL LIABILITIES AND NET ASSETS **\$ 22,023,015***

*The Niswonger Foundation distributed \$9,463,620.00 to educational programs and scholarship awards in fiscal year 2022.

AN OPERATING 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, 2021-June 30, 2022)

Hope Adkins
Ballad Health
The Brotherton Foundation
Joann Brouillette
Steve and Gayle Caldwell
CARE Foundation of America
Paul and Tammy Carmichael
Covenant Transport
Elliott and Leslie Creutzinger
Patrick and Susan Creutzinger
Sarah Creutzinger
Andy and Mary Czajkowski
Dr. Dennis and Donna Depew
Harold and Dr. Nancy Dishner
James F. Durham
Michelle Freeman
Henry and Dr. Flora Joy
Dr. Vicki Kirk
Charles Koch

Law Loving
Richard Miller
Gary Nave
Newsela, Inc
John M. Nichols Family Fund
Scott M. Niswonger
Anthony and Connie Pentz
Bill Purmort
Richard Roberts
Ricky and Robin Shepherd
State Farm Insurance
Matt Strunk
Chuck and Karla Terry
Transport Enterprise Leasing LLC
Tom Turnwald
Marlin White
Bronson Winters
Michael and Rita Wooten
Your Cause Corporate Giving

Grant Partners

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

Niswonger Foundation 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, *Retired Executive, Landair and Covenant Logistics (Board Member)*

Kathy O'Dell, *Board Treasurer*

Northeast Tennessee Consortium of School Districts

Dr. Steve Barnett, *Johnson City Schools*

Mr. Jerry Boyd, *Washington County Schools*

Ms. Sandra Burchette, *Newport City Schools*

Mr. John English, *Unicoi County Schools*

Mr. Matt Hixson, *Hawkins County Schools*

Mr. Edwin Jarnagin, *Rogersville City Schools*

Mr. Tommy Arnold, *Jefferson County Schools*

Dr. Brandon Carpenter, *Carter County Schools*

Mr. David McLain, *Greene County Schools*

Dr. Chris Hampton, *Kingsport City Schools*

Mr. Manney Moore, *Cocke County Schools*

Dr. Charlotte Mullins, *Hancock County Schools*

Mr. Arnold Bunch, *Hamblen County Schools*

Ms. Evelyn Rafalowski, *Sullivan County Schools*

Dr. Michelle Simcox, *Johnson County Schools*

Mr. Steve Starnes, *Greeneville City Schools*

Dr. Annette Tudor, *Bristol City Schools*

Mr. Richard VanHuss, *Elizabethton City Schools*

Staff

Dr. Nancy Dishner, *President & CEO*

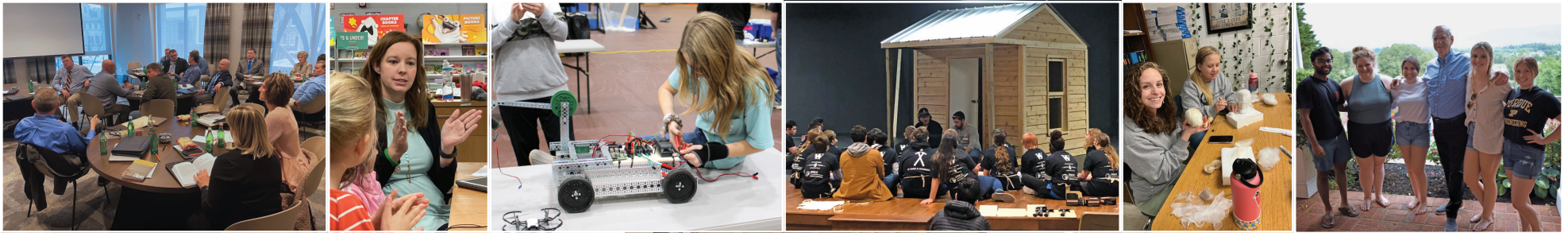
Dr. Richard Kitzmiller, *Vice President*

Kathy O'Dell, *Financial Manager*

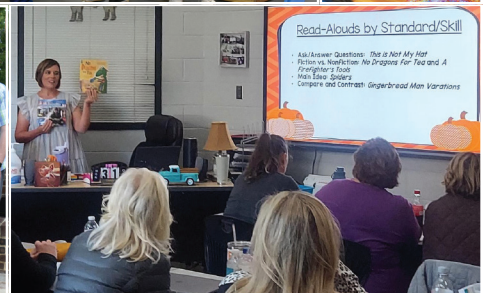
Barbara Bates, *Assistant Director, Leadership & Scholarship*

Robin Shepherd, *Mr. Niswonger's CFO*

Angie Bailey, *Receptionist*



fu·ture per·fect
 /'fyūōCHər pər'fekt/
 1. a tense of verbs expressing expected completion in the future, in English exemplified by...
...will have done.
 Oxford English Dictionary



NISWONGER



FOUNDATION

LEARN-EARN-RETURN SM

Mission Statement

***“Creating opportunities for individual and community growth
through education and other sustainable projects.”***

For More Information Contact:

Niswonger Foundation
223 North Main Street
Greeneville Tennessee 37745
(423) 820-8181

www.niswongerfoundation.org