



———— 2012-2013 ————

———— NISWONGER FOUNDATION ————

———— ANNUAL REPORT ————



LEARN, EARN and RETURN

■ SCOTT M. NISWONGER

A MESSAGE FROM THE PRESIDENT



Scott M. Niswonger

The preparation of our Annual Report is a time for reflecting on the past and planning for the future. This year, we have firmly focused on supporting the region's high schools in their efforts to prepare students for college and careers. This mission is reinforced by our State's efforts to increase the educational level of Tennesseans, with an ambitious goal of 55% of the population obtaining credentials beyond high school.

Governor Haslam's "Drive to 55" initiative is fueled by a forecast that by 2025, 55% of jobs in Tennessee will require education beyond high school. This means that 500,000 more Tennesseans will need to earn at least a certificate, associate or baccalaureate degree in order to meet the demands of employers. I believe a key ingredient to this effort must be for us to help nurture students through their educational experiences to be creative thinkers and inspired to have an entrepreneurial spirit. We must provide students relevant coursework that will enable them to focus on these traits, or risk losing our global competitive advantage.

The Niswonger Foundation is committed to doing our part to achieve the "Drive to 55" goal. Our work has always been based on the belief that "focused" education is the best path to a better quality of life. Because of our demographics, our School Partnership Program

is specifically designed for the challenges of rural education. We focus on rigorous, relevant and cost effective programs that remove constraints to educational innovation and problem solving. These efforts are research-based and sustainably built by working in partnership with individual schools and entire districts. As we begin year-four of our "Investing in Innovation" grant through the U.S. Department of Education, this report shares successes and challenges as we build relationships and programs to support the high schools in our region. The plan is ambitious and important – to prepare our students to be both college and career ready.

As we consider the goals of Tennessee's "Drive to 55," we are definitely "ahead of the curve" by focusing attention on expanding class choices and by providing extremely competent career counselors to help students perceive a bigger dream. Through online and distance instruction; advanced placement and dual enrollment courses, students in the 30 high schools we serve, in the Northeast Tennessee Consortium, are building a solid underpinning for college or career training. In fact, many are now graduating from high school with college or career technical credits. This is enabling students to know that success is possible because they've already begun to experience it.

We are also in the business of building future leaders. We do not want to lose our best and brightest. The unique aspect of the Scholarship and Leadership program is that the Niswonger Scholars commit to returning to Northeast Tennessee, within seven years following their graduation, for at least one year for every year they receive the scholarship. Now with 18 Scholars and 49 Alumni, we continue to identify those outstanding future leaders, funding their education at the colleges and universities that will best prepare them for their chosen careers, while providing a four-year leadership development program that we believe is the best in the nation.

Although our program is still young, you will read in this report about the impressive group of Alumni Scholars who have already returned to fulfill the commitments they have made to our region. As engineers, educators, business and health professionals, our Alumni are returning to "make their mark." The dream is truly becoming reality!

Again, and I can't say it enough, the Foundation's work is guided by the belief that "focused" education is the best pathway to improving quality of life. I am proud to be part of the work the Niswonger Foundation is doing and to present you this Annual Report.

Scott M. Niswonger

President and Founder



Alumni Scholar Engineers Jason Light, Elizabeth Jones and Matthew Bible

Imagine the possibilities as the Niswonger Scholars begin their promised return to Northeast Tennessee. This is a fundamental premise of the commitment to accept the Niswonger Scholarship, and what makes, as far as we are aware, this leadership program one of a kind in the nation. Chosen primarily for their leadership potential from among our region's "best and brightest," Niswonger Scholars spend four years developing their leadership skills, sharpening their business savvy, putting their hands to work in community projects, and envisioning a future full of potential, while they strive to attain a superior educational background at the college that can best prepare them for their chosen career.

Niswonger Scholars are not limited to a particular college or area of study. As depicted in the graphics, our Scholars have many career paths essential to the future of Northeast Tennessee. They are encouraged to pursue the college or university that can best prepare them for their chosen career. They are required to participate in service learning, reflective journaling, and leadership training. It is our goal that at the end of their experience as Niswonger Scholars, these young people will embody the values most important to the mission of our Foundation: exceptional leadership ability, exemplary personal character, and an abiding commitment to the service of others.

In exchange for each year of financial support, recipients pledge to return to their home communities for at least one year of service in the career of their choice. The hope is that by enabling these students to study their passions and by cultivating their leadership abilities, they will return to their homes to be leaders in their professions and an inspiration and catalyst for future change. Although impressive accomplishments abound in the lives of all of our Scholars, it is with pride that this year's Annual Report highlights the Alumni who are already meeting their commitment to return home. Let's get to know how the Niswonger Scholars are already impacting Northeast Tennessee...

Education is at the "heart" of the work of the Niswonger Foundation. Our Alumni public school educators have served four school systems in our region at the elementary, middle and high school levels: Nick Darnell (Hamblen County), Brandi Ricker Shelnett (Greene County and Greeneville City), Sara Smith Noe (Hamblen County), and Chris Brown (Unicoi County).

Nick Darnell has added an administrative endorsement to his credentials and is currently working on a specialist's degree in education. His goal is to become a school system leader in our region. Nick states: *"Upon becoming a Niswonger Scholar, I was blessed with an amazing opportunity. It is and always will be my responsibility to do everything I can to assist the region I love and where I have lived my entire life. Having served as an educator for the past eight years, I feel that I am playing a small role in staying true to that promise by helping positively shape the next generation of regional leaders."*

Three of our Alumni have entered the ranks of university teaching and administration. Dr. Jessica Epley Freshour is an assistant professor of pharmacy practice at the Bill Gatton College of Pharmacy at East Tennessee State University. Dr. Katie Baker is assistant professor in the ETSU College of Public Health. Will Brummett has joined the administration of Carson-Newman University as Logistics Coordinator. He will be leading student development efforts for the Bonner Center for Service Learning and Civic Engagement. Speaking of his commitment to return, Will Brummett provides a strong personal sentiment: *As Niswonger Scholars, we choose to invest into a different narrative, a counter-cultural, hope-filled, gratitude-based story that places our vocational intersections and successes right in the place we are told to leave—northeast Tennessee. It is that narrative, that intersection, and that community of hope found within the Niswonger Scholar family that I choose to buy and invest in every single day. As a recently returned Prodigal son of Appalachia, I can tell you firsthand that choosing to live and invest your young life in East Tennessee is not always*



Alumni Scholar Professors Dr. Jessica Freshour and Dr. Katie Baker, with ETSU President Dr. Brian Noland

going to be glamorous. However, because of communities of hope like the Niswonger Foundation, I can tell you that it is going to be worth it. And for that, I can be nothing else but grounded, grateful, and glad to be HOME once again.

The field of engineering is well represented among our returning Alumni. Elizabeth Jones, mechanical engineer; Jason Light, electrical engineer; and Matthew Bible, chemical engineer, are working and serving our community at Eastman Chemical Company. Elizabeth Batson Williams is focusing on engineering as she is assisting her husband with his start-up engineering firm E3 Engineering.

Matthew Bible and his wife Lauren Williams Bible, who is a Scholar Alumna, share their thoughts on the reason they are proud to choose this region to establish their home: “We couldn’t imagine living anywhere but East TN. Returning to our home and attempting to better it for future generations, including our own children, was a priority for us as individuals and as a couple. We are finally going to be able to pay forward what we were so lucky to receive.”

Several business professionals are among our returning Alumni. In addition to Lauren Williams Bible, an aspirant agent for State Farm Insurance, Adam Miller is a business systems analyst and software developer at Enhanced Systems Consulting, Inc. Law Loving is using his skills in the field of qualitative research at Smarty Pants, Inc.

Law shares that returning to Northeast Tennessee was not only a commitment of the scholarship, but a personal choice: “As a Niswonger Scholar I was incredibly blessed. I was able to spend 4 years at the university of my choice, learning and having experiences that would not have been possible without the Foundation’s help. Since graduating in 2012, I have begun to honor my end of the bargain by returning to the area to begin my career. As scholars we are given much, but we are also asked to take our gifts and use them for the betterment of our home communities. I am proud of what the Foundation has accomplished and will continue to accomplish. More so, I am proud to be an active part of helping the Niswonger Foundation achieve our common goal of bettering the region. Positive change is never easy, but I am encouraged in knowing that the future is only as bright as we make it.”

And there are more on the way! In fact, there are already 67 individuals who hold the distinction of being Niswonger Scholars. Our eighteen current scholars represent seven areas of study; medicine, nursing, engineering, social work, agricultural, business, and education; and are studying in nine different universities. The selection process for our Class of 2018 is already underway!

Current Niswonger Scholars

Freshmen

- Samuel Brashears (Wake Forest University)
- Matthew Grimm (University of Tennessee)
- Dustin Howser (Vanderbilt University)
- Raini Rowenhorst (University of Tennessee)
- Katie Shields (University of Tennessee)



Scholars visit the Niswonger Performing Arts Center in Van Wert, Ohio, hometown of the Niswonger’s

Sophomores

- Gage Armstrong (University of Tennessee)
- Nathaniel “Trey” Dodson (Vanderbilt University)
- Ivory Shelton (Wake Forest University)
- Matthew Sheppard (Clemson University)
- Richard Vradenburgh (Tennessee Technological University)

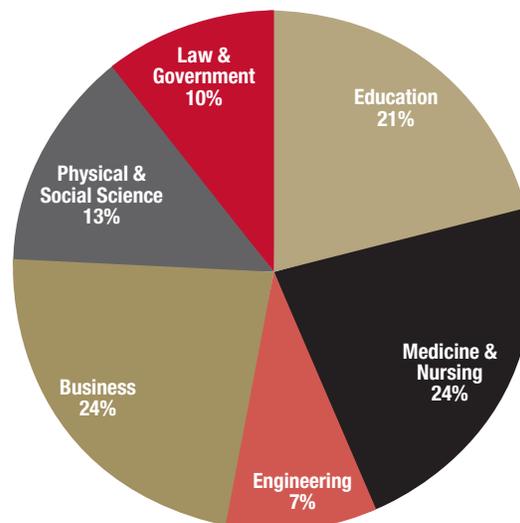
Juniors

- Jordan Frye (University of Tennessee)
- Francisco Ochoa-Vargas (Vanderbilt University)
- Lillie Seal (Lincoln Memorial University)
- Alex Smyth (East Tennessee State University)
- Christopher Steadman (University of Tennessee)

Seniors

- Alex Croghan (Lipscomb University)
- Yaying Wang (Emory University)
- Kayla Williams (University of Tennessee)

Niswonger Scholar Career Paths





Niswonger Foundation Career Counselor, Brandy Shaffer, assists students during College App Week

During this past year, our Northeast Tennessee Consortium remained the major focus of the Niswonger Foundation's School Partnership efforts. This Consortium of 15 school systems and 30 high schools, serving 27,000 students, is engaged in efforts to ensure that high school students in Northeast Tennessee are provided the opportunity to graduate from high school "college or career ready," and to improve the likelihood that students will be successful in college. This effort is supported by an Investing in Innovation (i3) grant from the U.S. Department of Education, coupled with private matching monies contributed by the Bill and Melinda Gates Foundation, the Rural School and Community Trust, the J.P. Morgan Foundation, and Scott M. Niswonger. The five-year grant will provide over \$21 million dollars to these high schools and districts. Three years into the grant period, we have learned from the successes and challenges and are refining the goals that will complete the five-year cycle. Fundamental to the goals of the remaining two years is building sustainability so that the work of this project will continue to impact the region for years to come.

The Goals of the Grant

At the heart of this project is the premise that small, rural schools, and larger community schools, can leverage their resources in powerful ways to improve instruction and "set the bar higher" for all students in our region. The goals of the grant include: 1) providing academically rigorous coursework; 2) increasing the number of college credits students earn prior to high school graduation; 3) providing opportunity for students to be prepared for college or career; and 4) improving the likelihood that students will enroll and persist in post-secondary education.

Several successes are noted during the third year of the grant cycle. Significant among these are technology advances to improve delivery of instruction, professional development opportunities for teachers and school system leaders, student and parent counseling towards college and career readiness, and expanded course options for students.

Staff Realignment

An organizational realignment took place, this year, to best address the goals of building a sustainable plan for the grant's activities. Vivian Franklin became the project manager, serving as Executive Director of the Northeast Tennessee Consortium. The previous role of curriculum specialist was redefined and expanded to address the key components of improving instructional quality (specifically science, technology, engineering and mathematics – STEM), building the technological infrastructure for distance and online courses, expanding partnerships with area colleges, providing college and career counseling, and supporting the growth of a culture in which post-secondary education is valued and encouraged. The career counseling staff was also realigned to assure consistency and continuity of services through the remainder of the grant.

Learning Resources

Through technology, this grant has been used to build an infrastructure that can more adequately support online, dual enrollment, advanced placement and distance learning opportunities. Given the geographic and economic challenges of our school districts, instruction through technology offers the opportunity for students to have more expanded curricular offerings and access to the best quality instruction. A goal of this grant is building a sustainable network of schools that collaborate and share resources on a consistent basis.

The number of schools using distance learning technology to either transmit or receive courses is one measure of this collaboration. This number has increased from 13 in the baseline year to a current number of 28. During this same time period, the number of students taking distance instruction increased from 377 to 688, a 77% increase. This past year saw a 200% increase in online student enrollment. For the 2012-13 academic year, 2,413 credits were earned through online instruction. In 2011, five online courses were available to students. By the spring of 2012, the offering of courses had increased to 29.

By taking college level courses in high school, students are exposed to more challenging material. These students will more often apply to colleges, will have an advantage in the college admissions process, and are more likely to complete a college degree. Dual enrollment (DE) provides the opportunity for students to begin earning college credit while fulfilling high school requirements. In 2010, there were 1,900 enrollments in DE among 27 of our consortium member schools. This number has increased to 2,768 with all 30 high schools offering DE opportunities. This reflects a 39% increase in student participation.

College and Career Counseling

The objective of the counseling program is to create a career-readiness and college-going culture in our schools. To that end, nine college and career counselors work with students and families to change their perceptions about the economic value of education beyond high school, including the value of completing community college or



career and technical education (CTE) credentials. Our counselors also coach students about the benefits of taking advanced courses available through the Consortium. In addition, the counselors provide students and their families with information about financial aid, arrange campus visits, and assist with completing college applications and financial aid forms.

During the 2012-13 academic year, the counselors met individually with 5,902 students. The counselors assisted students with choosing a college, admissions requirements and applications, choosing a major, transferring credits earned in high school, and college life concerns. Financial assistance for college attendance is a concern for these students. They are assisted in identifying scholarship and other sources of financial aid. This has often led students to realize that a college education is, in fact, affordable.

In addition to one-on-one assistance, the counselors hold group sessions where they discuss general information about the college application and financial aid process. In 2012-13, they served an additional 7,165 students through group sessions.

Professional Development

The Consortium is working to build the capacity to offer advanced placement (AP) courses by providing the opportunity for high school teachers to attend the College Board's AP training workshops. By offering AP training for any interested teacher in the consortium, participation has increased from 40 in 2011 to 86 in 2013. Twenty-six of 29 high schools, and 11 of 15 school systems, have teachers who have attended AP training. In the baseline year of 2011, there were 3,808 student enrollments in AP courses in consortium schools. In 2013, 4,622 students were enrolled, representing a 21% increase.

Collaborative Professional Development Days were conducted in, both, 2012 and 2013. Over 750 high school educators met with their colleagues in twelve field-specific groups. The goals of the Consortium and Common Core State Standards were the focus of discipline-specific discussions on the successful implementation of the Common Core Standards.



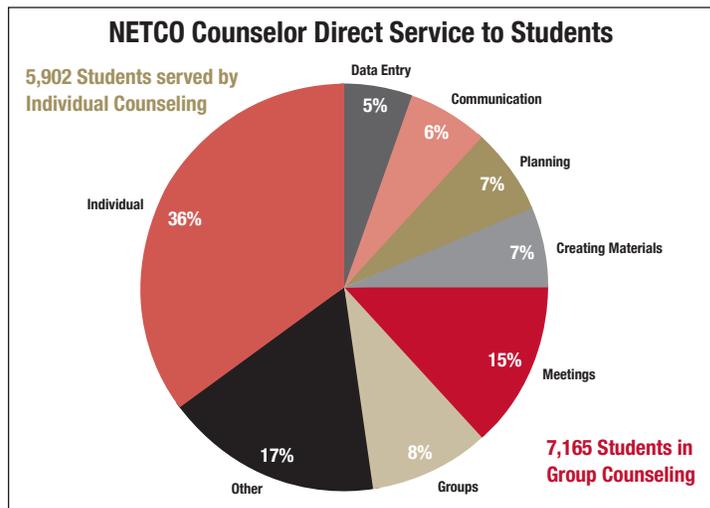
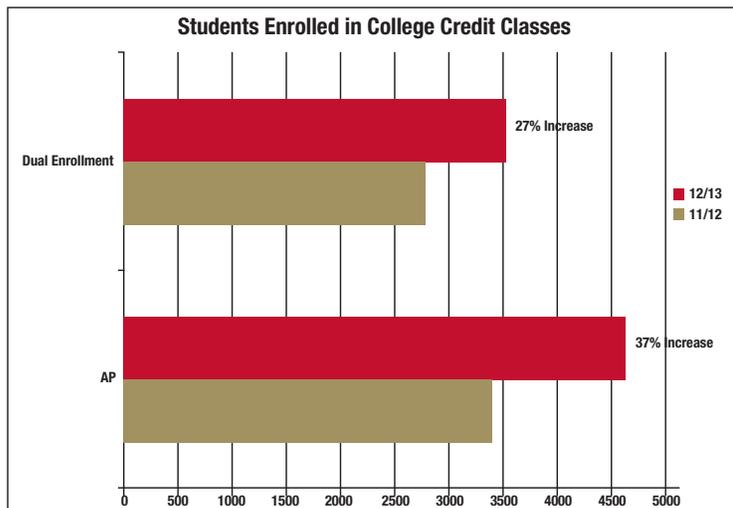
Scott M. Niswonger with educational author and speaker, Dr. Todd Whitaker

The Niswonger Foundation's annual School Success Symposium, for K-12 educators, was planned and implemented with the assistance of the Consortium staff. Nearly 1000 educators attended the event, which included a keynote presentation by educational author, Todd Whitaker; and "best practices" sessions presented by regional teachers and school leaders.

Through grant funding, over 109 educators have been provided the opportunity to attend regional, state and national professional meetings. Examples include the American Association of School Administrators annual conference, the Association of Secondary School Principals national conference, the National Math and Science Teachers Association conference, the National Council of Supervisors of Mathematics, and National College Access and Success Network Conference.

The Next Step

The first three years of the grant have resulted in a clear focus on college and career readiness, technology advances, expanded curricular offering, increased professional development opportunities, and intensive career counseling. Years four and five will continue with these successful goals, with an eye on using the remaining resources of this grant to build the most sustainable results possible.



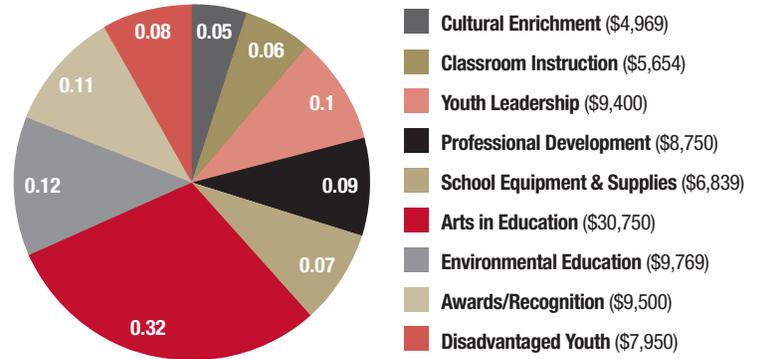


Scott M. Niswonger discusses project design with ETSU Public Health Dean, Dr. Randy Wykoff

The primary focus of the Niswonger Foundation is our two programs - School Partnerships and Scholarship and Leadership. Another important work of the Foundation, however, is the portion of our budget that is dedicated to grant making, which is not more than 10% of our total operating budget. Although small in comparison to the financial support for our two major programs, the Niswonger Foundation's grants allow us to assist with creative and important projects that are presented through proposals from schools, school districts, and other not-for-profit agencies. Over the twelve-year history of the Niswonger

Foundation nearly 1.5 million dollars has been provided through this grant program.

To date, we have funded more than 350 grants. These grants have supported activities that expose our region's students to cultural and artistic enrichment, recognize the efforts of excellence in teaching, encourage youth leadership development, and address specific needs of disadvantaged students, just to name a few. The mission statement serves as the guide in selecting the grants funded: "Creating opportunities for individual and community growth through education and other sustainable projects." The graph summarizes, by categories, the 55 grants that were funded in this annual reporting period. It is interesting to note the variety of activities, all with the ultimate goal of honoring and sustaining education.



REGIONAL, STATE AND NATIONAL INITIATIVES

While the work of the Niswonger Foundation is regionally placed in Northeast Tennessee, the staff is committed to having a voice in support of education beyond this service area. Our desire is to use what we learn to improve educational opportunities for all Tennesseans and to be an influence across the nation.

STAFF PARTICIPATION AND PRESENTATIONS

Our efforts to impact education at the State level are represented by current participation on boards including the Tennessee College Access and Success Network (TCASN), the Board of Directors of the State Collaborative on Reforming Education (SCORE), the SCORE Steering Committee, and the Tennessee Independent Colleges and Universities Association (TICUA).

Our staff has taken the lead in educational reform at regional, state and national conferences. Some recent examples include presentations at the National i3 Director's Conference, the Smokey Mountain Counselors' Conference, the Tennessee College Access and Success Network Conference, and the SCORE Leadership Summit.

REWARDING EXCELLENCE IN EDUCATION

Holding the profession of teaching in the highest esteem, we recognize those who exemplify excellence. For the ninth year, the Niswonger Foundation honored the educational professionals who are making an important difference in the lives of children across the State by sponsoring the Tennessee Teacher of the Year award. Our Foundation recognizes that teaching is both a great honor and an important responsibility. For the second year, we sponsored the Tennessee Principal of the Year and the Tennessee Supervisor of the Year, in partnership with the Tennessee Department of Education. In addition to the three top awards, numerous other educators are recognized and received awards in each category. These awards highlight the critical importance of effective leadership in building and sustaining quality schools for the State of Tennessee. The Niswonger Foundation provided these educators with nearly \$30,000 in combined cash awards this year.

FINANCIALS



Statement of Financial Position

June 30, 2013

ASSETS

Restricted Cash	\$ 479,067
Federal Grant Funds Receivable	
i-3 Grant Receivable	10,929,284
Investments	9,208,327
Prepaid Expenses and Other Assets	885
Student Loans Receivable	70,955
Collections	101,861

Total Assets **\$20,790,379**

LIABILITIES

Bank Overdraft	\$ 20,744
Accounts Payable	
and other Accrued Liabilities	6,460
Line of Credit	340,204
i-3 Grant Payable	10,929,284
Demand Notes Payable to Primary Benefactor	1,136,826

Total Liabilities **\$12,435,918**

NET ASSETS

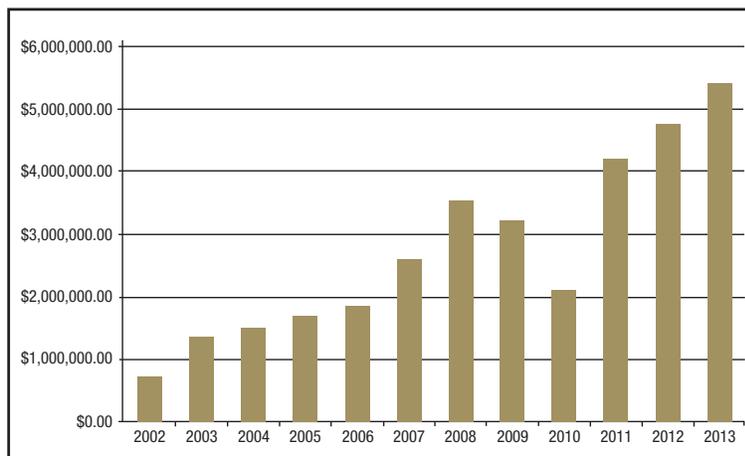
Unrestricted	\$ 7,877,794
Temporarily Restricted	476,667

Total Net Assets **\$ 8,354,461**

TOTAL LIABILITIES AND NET ASSETS **\$20,790,379***

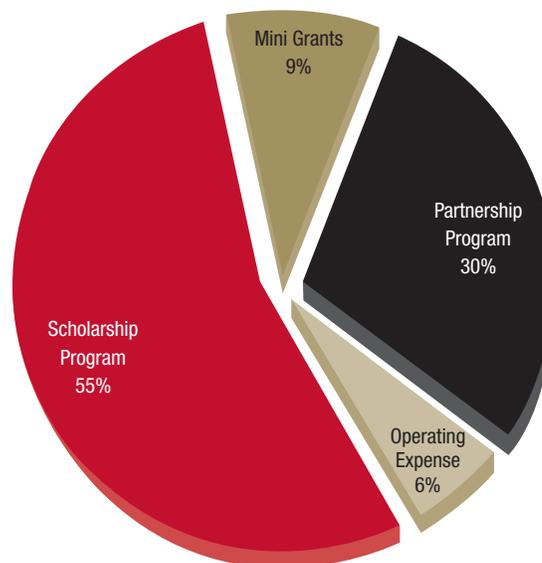
*The Niswonger Foundation distributed \$5,404,417.51 to educational programs and scholarship awards in fiscal year 2013.

Niswonger Foundation Funding History (Includes Federal i3 Grant Funds)



Niswonger Foundation

(Excludes Federal i-3 Grant Funds)



AN OPERATING FOUNDATION

The Niswonger Foundation was founded by businessman and philanthropist Scott M. Niswonger. Unlike most private foundations, the Niswonger Foundation is not a traditional grant-making foundation. It is an operating foundation with its own programs and projects. Although a percentage of its operating funds go towards grant making, the majority of funds go into the Foundation's two primary programs – a scholarship and leadership program for selected college students and a partnership program for schools.



**NISWONGER FOUNDATION
OFFICERS AND STAFF**

SCOTT M. NISWONGER
President

NIKKI L. NISWONGER
Secretary

DR. NANCY DISHNER
Executive Vice President

BARBARA BATES
Executive Assistant

KATHY O'DELL
Office Manager

NORTHEAST TENNESSEE CONSORTIUM (NETCO)

VIVIAN FRANKLIN
Executive Director

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Johnson City Schools

MANNEY MOORE
Cocke County Schools

LARRY NEAS
Compliance Officer

SCOTT BENSON
Bill and Melinda Gates Foundation

DR. JEFF MOORHOUSE
Hamblen County Schools

KATHY O'DELL
Bookkeeper

DR. CHARLOTTE BRITTON
Hawkins County Schools

SCOTT M. NISWONGER
Niswonger Foundation

LEARNING RESOURCES

DR. DENISE BROWN
Unicoi County Schools

DR. LINDA STROUD
Greeneville City Schools

DENISE ARNOLD
Director of Learning Resources

ANGELA BUCKLES
Sullivan County Schools

BRETT TURNER
Tennessee Department of Education

DR. RICHARD KITZMILLER
STEM Coordinator

DR. LORI CAMPBELL
Walters State Community College

DR. KEVIN WARD
Carter County Schools

ROSEMARY KITZMILLER
Distance Learning Coordinator

DORY CREECH
Kingsport City Schools

MORRIS WOODRING
Johnson County Schools

MARSHA OTTEM
Advanced Placement Coordinator

MATT DELOZIER
Northeast State Community College

JAMIE WOODSON
State Collaborative on Reforming Education
(SCORE)

DALE SCHNEITMAN
Dual Enrollment Coordinator

DR. NANCY DISHNER
Niswonger Foundation

DR. JUBAL YENNIE
Sullivan County Schools

**COLLEGE AND CAREER
COUNSELORS**

RON DYKES
Washington County Schools

VIVIAN FRANKLIN
Northeast Tennessee Consortium

DARRIN BURCHETTE
BRANDY SHAFFER

JUDY FLETCHER
Elizabethton City Schools

DONNELL GOODE
KRISTI JOHNSON

DR. VICKI KIRK
Greene County Schools

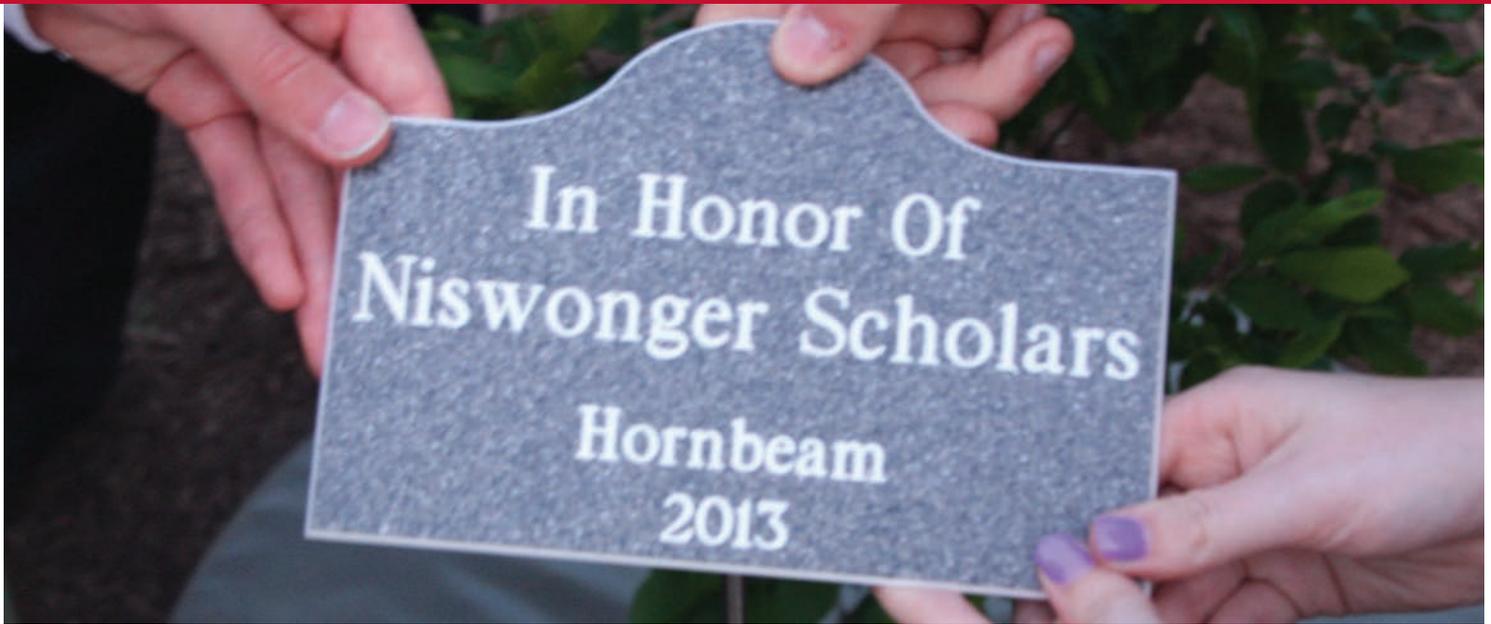
MELISSA OVERBAY
JULINA PYANOE

SHAWN STEWART
ANITA KILBOURNE-GREER

In Honor Of
Niswonger Scholars

Hornbeam
2013

NISWONGER FOUNDATION PHILOSOPHY



With love and appreciation to Louise Hartwig and our friends at the Children's Garden, Van Wert, Ohio

The Niswonger Foundation was established in 2001 to make a positive and sustainable difference in education in Northeast Tennessee. This dream was envisioned by Scott M. Niswonger, majority shareholder of Landair Transport, Inc. and Chairman Emeritus of Forward Air Corporation. These companies, founded by Mr. Niswonger, were the first two Greeneville-based companies to be taken public in the history of Greene County, Tennessee. Jointly, the companies have combined annual revenue of over \$700 million dollars and employ over 4000 people.

With the success of his two companies, the philosophy of “Learn, Earn and Return” was created. Using the innovative model of now having a private, for-profit logistics company, Landair Transport, support a not-for-profit educational foundation, the goal of bringing rigorous, relevant, and cost effective programs to public education became a mission. Fundamental to the success of the Niswonger Foundation has been a clear focus on removing constraints to educational innovation and problem solving, thus allowing local school systems to better provide for student needs. By building school programs that are research-based and sustainable, the Niswonger Foundation has become a recognized voice for educational reform in the State of Tennessee, while nurturing the next generation of leaders.

Here are descriptions of the two programs that are the basis for the Foundation's work:

The School Partnership program has provided support for over 30 school programs from grades Pre-K to 12. Our partnerships have been designed for the specific challenges of rural education. Recently, this program began to focus on supporting the high schools in our region with a plan for preparing students to be college or career ready. This effort gained national attention resulting in the receipt of an “Investing in Innovation” grant from the U.S. Department of Education.

We know of no other Scholarship and Leadership program like

ours in the United States. Niswonger Scholars are selected through a nomination process that seeks to identify the region's best and brightest future leaders. They are given the opportunity to attend the college or university that will best prepare them for success in their field of study, while participating in our four-year leadership program. What makes our program unique is that these students commit to returning, within seven years, to Northeast Tennessee to work in their chosen career one year for each year they receive our scholarship. It is our desire that by enabling these students to pursue their academic passion and by cultivating their leadership abilities, they will return to their “roots” and serve.

The Niswonger Foundation expands its philosophy of “Learn, Earn and Return” beyond Northeast Tennessee through involvement in numerous statewide educational initiatives. Examples include our program to provide high quality, affordable e-Learning opportunities; online training courses for school board members; an academy for prospective superintendents; and a partnership with the State Department of Education and the Tennessee Principals Association to offer principals online professional development coursework. The Niswonger Foundation is a charter member of the Tennessee State Collaborative on Reforming Education's (SCORE) Rural Education Network, which is a coalition of leaders from throughout Tennessee and the nation who are committed to improving public education in rural communities. The Niswonger Foundation proudly sponsors the Tennessee Teacher, Principal, and Supervisor of the Year Awards. These leaders then “travel the state” sharing their “best practices.”

And lastly, the Foundation shares a percentage of our operating funds for grants to other not-for-profit agencies for programs that support the Foundation's mission: *“To create opportunities for individual and community growth through education and other sustainable projects.”*

**“And with all your getting, get understanding”
Proverbs 4:7**

NISWONGER



FOUNDATION

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