

**Chairman and Founder**  
Scott M. Niswonger

**CFO**  
Robin Shepherd

**President and CEO**  
Dr. Nancy Dishner

**Vice President**  
Dr. Richard Kitzmiller

**Director of Professional Development**  
Vivian Franklin

**Director of Learning Resources**  
Gina Pavlovich

**Online Instructors**

**Program Coordinator**  
Jillian Davis

**Director of Career and Workforce Readiness**  
Law Loving

**Program Coordinator**  
Brett Seybert

**Board of Directors**

Scott Niswonger – Chairman  
Nikki Niswonger – Secretary  
Nancy Dishner – Member  
David Golden – Member  
Alan Levine – Member  
John Tweed – Member  
Kathy O'Dell - Treasurer

**Scholarship & Leadership Director**  
Dr. Nancy Dishner

**Scholarship & Leadership Assistant Director**  
Barbara Bates

**Office Manager**  
Kathy O'Dell

**Director of Special Projects**  
Larry Neas

**Literacy Specialist**  
Sara Holt – Hancock Co.

**Director of College and Career Advising**  
Denise Arnold

**Associate Director**  
Anita Kilbourne Greer

**Associate Director**  
Shawn Stewart

**College and Career Advisors**

**Advisors**  
Lucas Hitechew  
Nellie Greer  
Allison Eastridge  
Adria Shannon  
Allison Turbyfield  
Drew Gray  
Emily Emerick  
Giuli Collett  
Hunter Shipley  
Mary Kerns

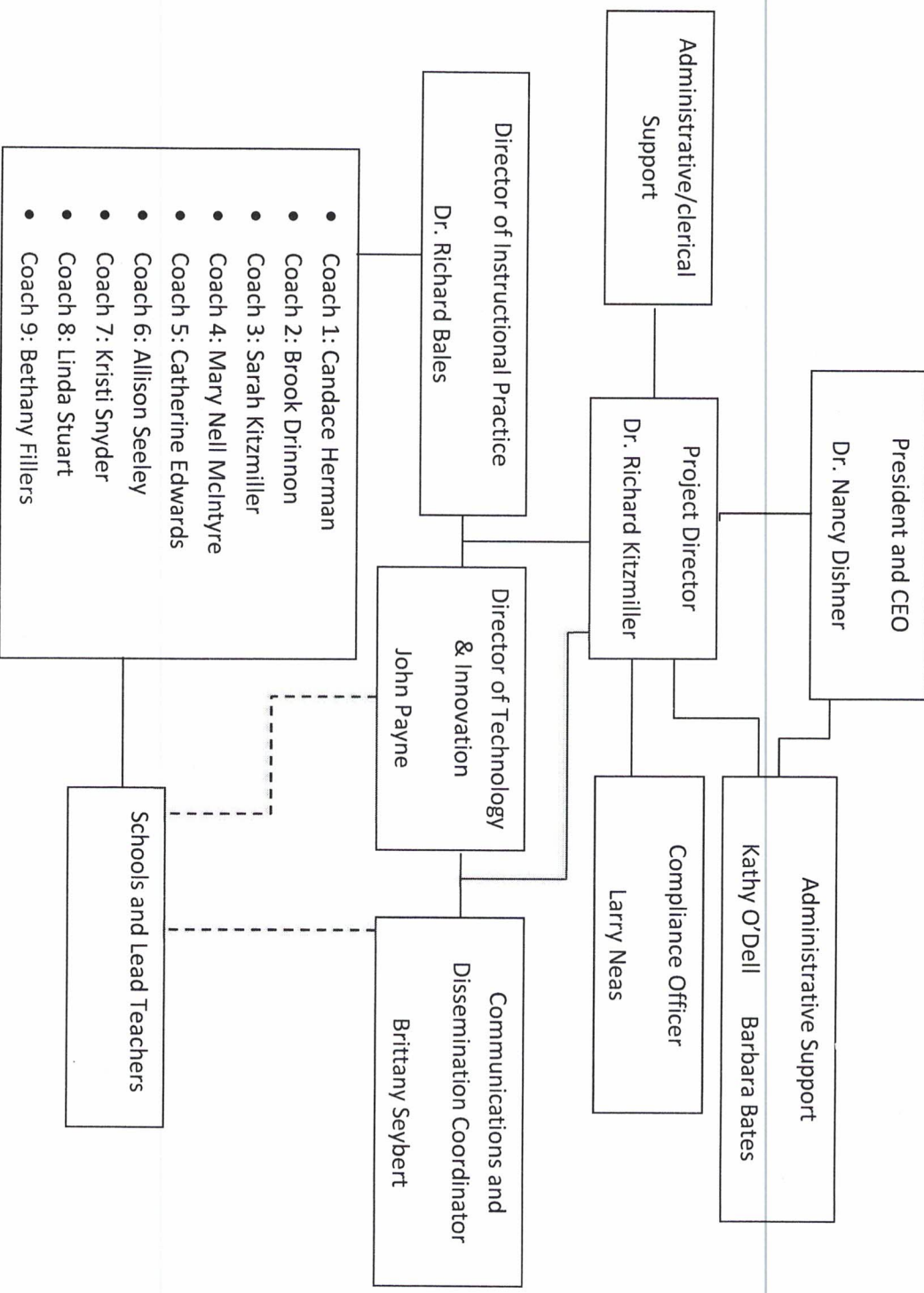
**Interns**  
Emily Ray  
Jessy Alva  
Savannah Madgett



# Rural Literacy Initiative Focused on Effectiveness (Rural LIFE)

## Education Innovation and Research (EIR)

### ORGANIZATION CHART



## Employee Classification

### Niswonger Foundation Staff

Scott M. Niswonger  
Nancy Dishner  
Robin Shepherd  
Richard Kitzmiller  
Barbara Bates  
Kathy O'Dell  
Law Loving  
Rita Sexton

### Grants Staff

Richard Kitzmiller  
Richard Bales  
John Payne  
Larry Neas  
Stella Hunter  
Catherine Edwards  
Mary McIntyre  
Bethany Fillers  
Candace Herman  
Linda Stuart  
Brooke Drinnon  
Sarah Kitzmiller  
Kristi Snyder  
Allison Seeley  
Vivian Franklin

Denise Arnold  
Anita Kilbourne-Greer  
Shawn Stewart  
Lucas Hitechew  
Nellie Greer  
Allison Eastridge  
Adria Shannon  
Allison Turbyfield  
Drew Gray  
Emily Emerick  
Giuli Collett  
Hunter Shipley  
Mary Kerns  
Gina Pavlovich  
Brett Seybert