**Education** *is for* **Everyone** 



## 2023 REPORT

Par Are America's Security of Investment

## **Message from** the Board Chair and CEO

#### Dear friends of College Now,

e have always known that education is important for success after high school – to find a sustainable career path and jobs that provide a livable wage. But, until recently, our work didn't always delve as deeply as it could to help students understand the various pathways available to them after high school. Education and postsecondary success aren't reserved just for those who attend a two-or four-year college or university-it is for every student, following any type of postsecondary pathway, be it a trade program, certificate, the military, a training class or something else.



#### Education is for everyone, in every form.

Our work over the last year has centered on helping to ensure that every student has the access and support to pursue the postsecondary pathway that will lead them to their own definition of success in our modern economy. Whether it is the result of the COVID-19 pandemic, the changing workforce landscape or - most likely - a combination of all of the above, the needs of our students have shifted dramatically in recent years. This caused us to rethink how we offer services and ensure that we are providing students with the right type of support to succeed in our current world.

We have grown our programming to offer students more time to discover job opportunities and career pathways in Northeast Ohio and beyond through both College Now-specific programming and community-wide initiatives. We've also helped train other youth-serving professionals in their own similar work and have taken high school students across the country to expose them to new places experiences and educational opportunities.

Of course, despite all the successes of both our new and longstanding programming, as well as the community's support of educational access, there are still major challenges facing postsecondary education and every student's ability to access education past high school. As student debt mounts and costs continue to rise, not all are able to pursue postsecondary education the same way. We know this is a problem and our advocacy work this year has focused on issues related to both student and institutional debt, and you'll read in the following pages about our work to help students afford postsecondary education.

At the core of our work is the belief that education is a right for all students, and we will continue to work tirelessly to make sure our students have the necessary knowledge, opportunity, access and support to succeed in whatever they choose to do after high school. We thank you for your support in these efforts and your continued belief in the importance of our work.

In this time of continued transformation, education continues to be vital to the success of our students and our region, and we look forward to sharing the developments that are to come.

Mishard A. Log Hert Fridma

Michael Cogan Board Chair

Lee A. Friedman CFO

## **Mission**, Vision and Values

**College Now's mission** is to increase postsecondary educational attainment in Greater Cleveland through college and career access advising, financial aid counseling and scholarship and retention services.

We envision a future in which all members of our community have the support they need to successfully complete their postsecondary education, allowing them to lead more satisfying and productive lives and contribute to the region's economic vitality.

We value being student-focused; promoting equity and inclusion; inspiring dreams; teamwork; integrity; and quality in all that we do.

## **Diversity Statement**

At College Now, diversity, equity and inclusion are at the center of our mission. We are committed to empowering all students across Northeast Ohio to achieve their dreams. However, we acknowledge that the educational system in which we operate perpetuates inequality, and it is our goal to undo the forms of systemic oppression that face students of all ages. We believe that the opportunity to complete a postsecondary education should be available to everyone regardless of race, age, gender identity, religion, sexual orientation, physical or mental ability, ethnicity or income level.

We are committed to fostering a diverse, inclusive workplace that is representative of the communities and students we serve. We urge our staff to reflect on themselves and their departments through the lens of diversity, equity and inclusion We encourage our staff to bring their full, authentic selves to work in ways that are considerate and affirming of all colleagues, clients and partners. We expect that staff will consistently challenge themselves and their colleagues to do better for both one another and our clients. By empowering our staff to feel comfortable engaging in respectful dialogue and sharing their experiences, we build a culture of compassion, innovation and creativity that makes us more effective in achieving our mission.

College Now is a proud partner in the **Say Yes Cleveland** initiative, which provides wraparound services for Cleveland Metropolitan School District students and tuition gap-closing scholarships for eligible CMSD graduates. College Now administers the Say Yes Cleveland scholarship and also matches each recipient with a mentor.

Say Yes Cleveland is a scholarship program, with the goal of transforming the lives of CMSD's students and families for generations to come through its support.

## **Financial Results**

#### **Operational** Revenues

ENDING JULY 31, 2022

Foundations	\$8,503,705
Corporations	\$3,208,592
Individuals and Organizations	\$797,172
Government Grants	\$6,995,683
Say Yes Fiscal Administration	\$7,653,306
Fee for Service	\$2,601,963
Other	\$130,304

#### TOTAL

\$29,890,725

## **Operational** Expenses

	ENDING JULY 31, 2022
	Advising and Counseling Services \$10,236,740
	Scholarship Awards \$7,508,638
on.	Scholarship and Retention Services \$2,118,228

f	TOTAL	\$29,241,289
)	Development	\$911,758
	General Administration	\$812,619
	Say Yes Fiscal Administration	\$7,653,306
on.	Scholarship and Retention Services	\$2,118,228

# Education is Changing

ver the past year, conversations around education and the necessity for it beyond high school have grown louder, both in Northeast Ohio and nationwide. At College Now, we have worked to ensure that the students we serve have access to and an understanding of the opportunities available to them after high school graduation through new programs and initiatives and a steadfast commitment to our longstanding services.

Whenever they are offered, College Now applies for highly competitive federal grant opportunities available from the US Department of Education. In 2021, one such opportunity the Educational Opportunity Centers (EOC) - was offered and College Now garnered two EOC grants to support adult programming in both Cleveland and Akron. The Akron grant was awarded in partnership with the Summit Education Initiative and the United Way of Summit and Medina. These EOC grants fund outreach efforts to adults interested in returning to postsecondary education.

To date, College Now has served over 1,300 adults through EOC outreach in Cleveland and Akron through efforts including targeted social media campaigns, canvassing and focused engagement through community partners. Additionally, the Akron EOC grant enabled College Now to open and operate the Summit County Educational Opportunity HUB, which serves as a resource center for residents of Summit County and surrounding areas. As College Now expands our presence throughout Ohio, the EOC grants have helped to establish more solid footing in Summit County, allowing College Now to offer in-person services to residents looking to explore educational opportunities.

Beyond adult learners, this year College Now grew our offerings to middle and high school students through expanded out-of-school time programming in area high schools and recreation centers, providing students with college and career exploration activities, including postsecondary Career Technical (CTE) assistance, financial guidance, FAFSA (Free Application for Federal Student Aid) help and virtual college tours.

Our *impact!* program has grown this year, as well, as we received three new Nita M. Lowey 21st Century Community Learning Centers grants to fund three new *impact!* sites at Merrick House, Maple Heights High School, and the Cleveland Institute of Art – our first 21st Century



program to be offered on a college campus! This opportunity will be especially impactful for students as they can learn about postsecondary opportunities directly on site.

Students also have opportunities for in-person college tours through College Now's new Xplore program, funded by the Ohio Department of Education. Xplore provides students with academic enrichment through college and career readiness, exploration and research. Students in the program conduct research projects on a designated meta major, such as medical sciences, environmental science and communication, which also includes in-person exploration on college campuses and career sites. Xplore participants have already visited New York City and Chicago, and the funding also supports the possibility for international explorative trips, as well!

Since 1967, College Now has created new opportunities to serve students in the best ways possible. This year has been no different, and we are glad to continuously grow and adapt, bringing educational opportunities to all who need them.

# Education is **Foundational**

ust over a decade ago, the Cleveland Scholarship Program, which for 45 years helped Greater Clevelanders achieve their postsecondary goals, rebranded to College Now Greater Cleveland. It was a modern turning point for our organization on the heels of the hiring of CEO Lee Friedman and, while the core of our work did not change, it represented a renewed commitment to students across the region to help them graduate and succeed.

Following the rebranding, a variety of new initiatives were created to help students at a deeper level. Many of those initiatives and programs are still in place today, and we're excited to share ten years of progress in this year's report.

#### **College Now Mentoring Program**

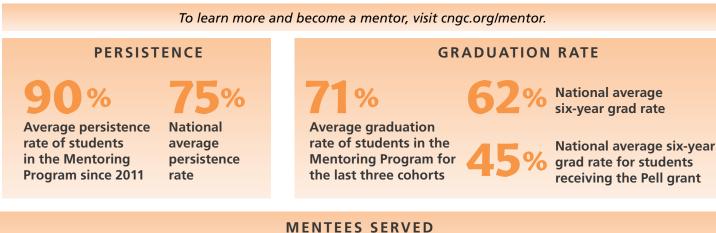
The College Now Mentoring Program launched in 2011 to provide a needed extra layer of support to scholarship recipients. A large portion of our scholarship recipients are the first in their families to go to college, and College Now provides mentors to help our students persist through to college graduation.

The Mentoring Program started with a cohort of 43 students and was fully scaled with the Class of 2016. Today, the program supports 1,700 total mentor/mentee pairs in the current school year. The number of students supported has decreased slightly over the past year, due largely to the COVID-19 pandemic and fewer students matriculating to postsecondary following graduation; however, the program's retention results remain steady.

Overall, results from the College Now Mentoring Program are more than 10% higher than the national average in both retention and graduation – graduation rates are significantly higher than students who, like ours, received the federal Pell grant.

The Mentoring Program has been one of the most successful initiatives started by College Now, consistently succeeding in our mission to propel scholarship recipients to degree attainment. Not only does the program provide support during a student's college years, it also provides the many first generation students with much-needed social capital and access to career opportunities and exposure. We are excited to continue supporting future students through the Mentoring Program for years to come!

2021-22



#### 43 739 1.088 1.490 1.560 1.671 2013-14 2015-16 2020-21 2011-2012 2012-13 2014-15 2016-17 2017-18 2018-19 2019-20

In 2010, then-Cleveland Mayor Frank G. Jackson brought together over 70 partners from across sectors to form the Higher Education Compact of Greater Cleveland, a collective effort to support the college readiness, access and persistence of Cleveland Metropolitan School District graduates. Compact staff works closely with community partners and higher education institutions, including College Now (which also serves as the fiscal agent for the Compact and provides loaned staff to support Compact efforts), to put programs and retention efforts in place to keep CMSD graduates on the path to college completion.

#### **Cleveland Foundation College Now Scholars Program**

The Cleveland Foundation College Now Scholars Program seeks to provide individualized and intensive support to CMSD's top academically performing students. This support aims to prevent undermatching, a trend in which wellqualified graduates from low-income backgrounds are not matched with competitive colleges and universities.

Developed in 2013 with the Cleveland Foundation, the program helps first-generation college students and/or students from low-income backgrounds understand the many opportunities available to them after high school. The program originally focused on CMSD's top 50 highestachieving seniors, though it now does not have a limit to th number of students who can participate.

As part of the program, students can take a college exposu trip annually where they visit several college campuses and attend cultural and career-focused events. This past year, students traveled throughout New York and visited Niagara University, Rochester Institute of Technology, Syracuse

#### **Higher Education Compact of Greater Cleveland**

The Compact has helped increase these areas for CMSD graduates in major ways, though COVID has impacted results in recent years with fewer students matriculating to postsecondary education. However, CMSD students are still graduating at a higher rate than they were pre-pandemic and are completing college at the highest rate since the Compact began.

> To view CMSD student readiness, access and persistence data, go to highereducationcompact.org.

t	University, Ithaca College, New York University and the Fashion Institute of Technology. They also visited landmarks including Niagara Falls, Times Square, the Statue of Liberty, and attended a live broadcast of <i>The Today Show</i> !
	In the years the program has operated, students have enrolled in institutions such as Harvard, Yale, Massachusetts Institute of Technology, Case Western Reserve University, Columbia and more with the support of College Now's advising team. Students have also received institutional full-ride scholarships and other highly selective scholarships to make their education affordable.
ie	College Now is extremely grateful to the Cleveland Foundation for its support in developing and funding the
re	Cleveland Foundation College Now Scholars Program and for helping the highest-achieving CMSD students receive the exposure and support they need to make their best-fit postsecondary decisions.



# Education is **A Right**

t College Now, we believe that the ability to pursue a postsecondary education is a right to which all students should have access. However, one of, if not the, biggest barrier to accessing postsecondary education is affordability, with many students having to take out student loans in order to finance their degrees. The massive amounts of debt that students rack up during their postsecondary years can have an impact reaching far beyond graduation, with many students paying back their loans over 20 or 30 years. Being saddled with this extensive debt can prevent borrowers from making other major purchases, such as a house or car, until student debt is paid down while also struggling to afford the large monthly student loan payments.

Student debt and financial hardship don't just impact people who have completed their degrees; unmet and often unexpected financial needs many low-income students face in their final years of college can create an insurmountable hurdle to degree or credential attainment. Without support, students may be forced to stop their degree programs prior to graduation, leaving them not only with debt owed to the government or their institution, but also with no degree or credential to show for it.

College Now has taken an active role in student loan debt discussions and has helped many students work toward loan repayment and forgiveness under guidance from the College Now Resource Center. One borrower, Maria, worked with the organization to receive student loan debt forgiveness under the expanded Public Service Loan Forgiveness program,

More than half of college students leave school with student loan debt. The total amount of debt owed in the United States is \$1.75 trillion (including federal and private loans) and the average borrower owes \$28,950.

Since College Now began assisting individuals with student loan repayment and consolidation through our Student Loan Rescue Program eight years ago, we have saved over 2.000 individuals more than \$173.6 million in future loan repayment.

which was announced by the U.S. Department of Education in 2021 and provided borrowers with a limited-time credit for payments made on loans that wouldn't normally qualify for PSLF.

At a statewide level, College Now is also partnering A social worker and graduate of Cleveland State University, with Ithaka S+R on the Ohio College Comeback Compact, Maria had hundreds of thousands of dollars' worth of in affiliation with the Ohio Department of Higher Education. student loan debt that was preventing her from being able to A collaboration between eight Ohio public universities and retire - she needed to earn an income to make her monthly community colleges, the Ohio College Comeback Compact payments. Under the expanded PSLF program, however, helps students settle debt owed to a previous college Maria received confirmation that she had made the required or university. 120 payments needed in order to have over \$200,000 in loans forgiven! With that burden of debt lifted, Maria is now Through the Comeback Compact, participating institutions able to move forward in life and plan for her retirement. will settle debt and release transcripts for students to

Beyond the support that College Now provides individuals through the Resource Center, we also work with the greater community to support students' financial needs. College Now is a partner organization for the Cuyahoga County Completion Scholarship Program, an effort funded by Cuyahoga County to help keep students enrolled as they near completion of their bachelor's degree (students must have earned at least 60 credit hours of postsecondary

> Financial support for postsecondary education is constantly at risk, both locally and nationally. If you're interested in supporting College Now's advocacy efforts, please contact Kittie Warshawsky at kwarshawsky@collegenowgc.org for more information.

education to be eligible). Cuyahoga County asked College Now to work with higher education institutions to identify eligible students to whom supplemental completion scholarships can be awarded through the program; these completion scholarships may cover a balance on a students' college account or, in some cases, may be applied to additional expenses, such as living costs or books.

Additionally, College Now and Cuyahoga County have also partnered on a debt forgiveness program for county residents with minimal levels of institutional debt. Institutional debt — or debt owed to a college or university that has not been paid — causes student transcripts to be withheld, which prevents students from continuing their education at their current school or transferring to a different institution. The county program provides eligible Cuyahoga County residents up to \$2,000 to return to school to finish their degrees without being held back by institutional debt.

College Now is grateful to Cuyahoga County for its partnership and support of county residents through these programs, including County Executive Chris Ronayne; former County Executive Armond Budish; and **Cuyahoga County Council**, including council president Pernel Jones Jr. and Sunny Simon, chair of the Education, Environment and Sustainability Committee.

re-enroll at any participating college or university, opening the door to new opportunities.

College Now is working closely with the Higher Education Compact of Greater Cleveland on these initiatives to support students' persistence in postsecondary education through financial support. As the cost of education continues to increase, it is vital that students have opportunities to make their postsecondary education achievable and affordable.



# Education is **A** Pathway

hen the College Now team helps a student plan for life after high school, it is more than just determining where that student is going to college – we are helping that student think about their ultimate goals and how their postsecondary path can lead them to a career and a living wage. We've learned, though, that this work cannot be done in a silo. Support from other educational organizations and the philanthropic and business communities is imperative to help students understand the career fields available to them and provide them with the knowledge and support they need to achieve their goals.

Over the past few years, College Now has been involved in community initiatives designed to build this very kind of holistic support and network to help students discover and explore career pathways. This has included serving as a founder of the Planning and Career Exploration (PACE) initiative in the Cleveland Metropolitan School District, as well as the Greater Cleveland Career Consortium (GCCC) in the broader community. This work would not be possible without the support of **Mayor Justin Bibb**, his administration, and **Cleveland City Council**, including council president and current College Now board member Blaine Griffin.

Understanding that connecting students to employment and career exposure opportunities is necessary to helping them develop and succeed, it is also important to help the greater community understand how to support students in these endeavors. College Now developed the Center on to provide students with opportunities to learn about Education to Career Advising (CECA), a program aimed at career opportunities in the region and the educational employers and adults working with young people, offering pathways needed to get there. them techniques to help students plan for their futures, with particular emphasis on serving students from racial and The work of CECA began in the 2021-2022 academic ethnic minority groups and/or those who have experienced year, with more than 400 youth-facing adult professionals, economic disadvantages. It also helps these professionals including the College Now team, CMSD staff and regional understand how best to coach students to set facilitators and employers receiving training. More than and achieve aspirational goals and, ultimately, 200 are expected to receive or begin training this encourages employers and the community school year.

#### **About Planning** and Career Exploration

Launched in CMSD in 2021, PACE is embedded into CMSD's 6th- to 12th-grade curricula to help students gain knowledge, skills and experiences for careers they wish to pursue. The ultimate objective of PACE is for students to graduate from high school with a specific career plan and a pathway for how to realize that plan, which can include goals to complete college, career training or another form of postsecondary education.

College Now is one of six core partners in the PACE initiative, along with Neighborhood Leadership Institute (True2U), Junior Achievement of Greater Cleveland, Youth Opportunities Unlimited (Y.O.U.), Greater Cleveland Partnership and The Fund for Our Economic Future.

#### About the **Greater Cleveland Career Consortium**

The GCCC, launched in 2022, supports students across the region by partnering with school districts to provide students with self-awareness and careerbased learning opportunities. The initiative also connects employers and students to help build the regional workforce and to encourage students to plan for their career paths.

Although CECA has only just launched, it has already garnered attention for its potential to make a difference. In 2022, College Now received that Deborah Vesy Systems Change Champion Award from the Deaconess Foundation. The award, which recognizes the commitment of the foundation's former longtime president and CEO (and College Now board member) **Deborah Vesy**, celebrates organizations who are committed to changing systems and honoring the type of work Vesy championed during her time as CEO. As the 2022 award recipient, College Now received an unrestricted \$50,000 grant from the Deaconess Foundation.

College Now is honored to have received this recognition from the Deaconess Foundation for our work to ensure all students in Northeast Ohio graduate from high school with a vision for their futures, supported by our community and with an understanding of how they can make a difference in our region. We look forward to continuing this important work with our community partners and watching the impact these commitments will have in the years to come.



# Education İS **A Catalyst**

guiding belief of our work at College Now is to build a culture of compassion, innovation and R creativity that makes us more effective in achieving our mission. A large part of building that culture is to make sure that our staff and other individuals who work directly with our students such as our mentors—understand them and their experiences.

A major way to ensure that understanding is in place is to have staff members and mentors on board who were once College Now scholarship recipients themselves! These individuals have first-hand knowledge of both our high school and postsecondary programs, and can identify with what our current students are experiencing during their postsecondary journeys. This understanding helps our team be more compassionate and understanding of our students' situations, challenges and successes over the course of their educational journeys.

Here are a few profiles of former scholarship recipients who are now engaged with College Now and serving our students in some capacity.

## Mentee-turned-Mentor **Unique Willis Norris**

Postsecondary Institution Attended The Ohio State University

Degrees: BS, Biology; BS, Mathematics ('17)

High School Attended John Hay Early College ('13)

#### What are you doing now?

Currently in medical school at Ohio University Heritage College of Osteopathic Medicine with an interest in cardiology or radiology

What was your experience like in the College Now Mentoring Program? My College Now mentor was relatable and helped set the foundation for what to expect. I was a first-generation college student and didn't have people who knew what I was headed into; they were supportive but didn't know what I should expect because they had never experienced college or didn't know other people who had. My mentor set the stage for what I could expect, which was the most important thing for me – going into something unknown was a little scary!

What made you want to become a mentor yourself? I wanted to give back and facilitate the same things that were provided to me in the program, to be a resource in whatever way my mentee needs. Even if it is just sharing small, key, need-to-know things, you don't know what you don't know. I want to give back to other students coming out of the Cleveland Metropolitan School District, because students still need assistance after they graduate!

## Mentee-turned-Mentor **Jeremy Suwarna**

Postsecondary Institution Attended Cleveland State University

Degree: BS, Health Science ('20)

Hiah School Attended John Hay Early College ('18)

#### What are you doing now?

Clinical research coordinator at Cleveland Clinic

What was your experience like in the College Now Mentoring Program? My mentor was an electrical engineer and I was a health science major. He really helped me figure out what I wanted to do by sharing with me how he discovered his own career pathway. My mentor talked to me about his career path and guided me to find a niche or hobby that I enjoy-outside of academic subjects-that could help shape my career path and helped me figure out what I liked and how I could move that into a career.

Why did you want to join the program as a mentor yourself? I wanted to get involved with the program to help a student who was experiencing college in the same way I did. School has changed, learning has changed and opportunities have changed over the years. I have resources and information that I can provide my mentee having just been through the college experience myself. I can say, "Here is what worked for me, here are some tips that I just used that really helped," because I just went through the same situations myself.

## Say Yes Success Coach and Former Scholarship Recipient **Sherri Parks**

**Postsecondary Institutions Attended** Kent State University and Tiffin University

Degrees: BA, Psychology ('09); M.Ed., Higher Education Administration ('15)

**High School Attended** South High School ('04)

What made you interested in employment with College Now after receiving a College Now scholarship? After college, I became aware of the AmeriCorps program at College Now. When I thought about my educational journey, I realized how the scholarships I received directly impacted my ability to be the first in my family to graduate from college. I wanted to help equip other first-gen, lowincome and/or underrepresented students with the knowledge and resources they would need to pursue and accomplish their goals. After leaving the organization to work in higher education, I returned to College Now in 2019 [through the Say Yes Success Coach program at Cuyahoga Community College] because its mission aligns the most with what I endeavor to do professionally in my community.

Why is it important for College Now to employ staff members who received College Now services themselves? It shows that this work is effective, vitally important, and not in vain. It gives students hope to hang their hats on. They can see that, despite what can seem like insurmountable odds in the present, they can change or carry on a great legacy of achievement.



# **Education** is **Philanthropic**

n April 28, 2022, College Now hosted another out-of-this-world fundraiser at the Great Lakes Science Center, netting over \$464,000 for our Mentoring Program. Thanks to the leadership of current College Now board member **Veena Khanna**, regional executive, Northeast Ohio and Central region, Key Private Bank; and Trina Evans, KeyBank chief of staff and director of corporate center, our biannual fundraiser was supported by exclusive title sponsor **KeyBank**. Formerly called the Bag Lady Event, this year ushered in a new era of the signature fundraiser, now known as Bags & Bourbon.

The 2022 Bags & Bourbon was an outstanding success, hosting more than 600 attendees in the Science Center's NASA Glenn Exhibit Hall for an evening of luxury handbags, accessories, unique experiences and bourbon bidding. Co-chairs Suzanne Aral-Boutros and Angie Spitalieri Ianiro helped create a memorable evening that included not only gorgeous displays of auction items, but also a Bags & Bourbon balloon display, a bourbon trail around the event venue and a separate room dedicated to bourbon tasting and cigar rolling. This year's auction items were also some of the most outstanding to date, with the highest-end items and bags, including a KeyBank Red Bag, a Gucci Dionysus and a Rolex watch on display at the event's entrance in a beautiful custom display provided by Nordstrom raffle sponsors Stephanie and Juan Antunez, owners of California Closets.

> Thank you to all who attended and supported Bags & Bourbon in 2022, and we look forward to welcoming you back in 2024!

California Closets Display

(12) COLLEGE NOW GREATER CLEVELAND



Attendees heard from College Now Board Chair Mike Cogan, CEO Lee Friedman and event co-chairs before the evening concluded, each of whom emphasized the importance of this event to the Mentoring Program and the students we serve.

First hosted in 2013, the inaugural Bag Lady Luncheon was inspired by a similar event in Palm Beach, Florida, at which attendees bid on handbags to benefit a common cause. College Now adopted the concept and collected a variety of new and used designer handbags that attendees could bid on electronically during a lunch event. That first event raised over \$160,000 for the College Now Mentoring Program, surpassing the ambitious objectives of Judi Embrescia and Sally Stewart, the first co-chairs of the event.

In the years since, the silent auction event has only continued to grow and raise more dollars to support the College Now Mentoring Program, which relies significantly on the money raised from this event.



## College Now 2022 Donors

This list reflects gifts, payments and multi-year pledges for the calendar year 2022. We have made every effort to ensure the completeness and accuracy of this report. If an error or omission has occurred, please accept our sincere apologies.

#### \$1,000,000 AND ABOVE

The Cleveland Foundation Cuyahoga County Ohio Department of Education Ohio Department of Higher Education Say Yes Cleveland Scholarship Board, Inc. Serve Ohio U.S. Department of Education

#### \$500,000-\$999,999

The George Gund Foundation The John Huntington Fund for Education KeyBank

#### \$250,000-\$499,999

Nordson Corporation Foundation Ohio Machinery Education and **Opportunity Foundation** Swagelok Company Jane D. White Fund No. 2

#### \$100,000-\$249,999

Barberton Community Foundation City of Cleveland **Deaconess Foundation** ECMC Foundation I Know I Can The Fred A. Lennon Charitable Trust Arthur P. and Ruth H. Moebius Scholarship Fund One Candle Foundation Pipefitters Local 120 Estate of John L. Power Gladys Sessler Charitable Trust

#### \$50.000-\$99.999

(14)

Anonymous Jack W. & Shirley Berger Fund of the Jewish Federation Carolyn E. Gordon Teachers' Fund ITHAKA Martha Holden Jennings Foundation The Lincoln Electric Co. David & Inez Myers Foundation The Ratner Miller Shafran Foundation The Reuter Foundation Dr. Jack Rumbaugh Memorial Scholarship Fund The Fred E. Scholl College Now Scholarship Fund The Sherwin-Williams Corporation Starting Point Visible Voice Charitable Fund The George Garretson Wade Charitable Trust #2 Westfield Insurance Foundation

#### \$25.000-\$49.999

Anonymous ACE Mentor Program of Cleveland ALCOA Fund of the Cleveland Foundation Bank of America The Bruening Foundation Margaret A. Cargill Foundation Cleveland Browns Foundation Deloitte The Vince Federico Memorial Fund II Harvard Business School Club of Northeastern Ohio Margaret A. Kennedy and Robert Paul The Community Foundation of Lorain County Lowenthal Family Fund Maltz Museum of Jewish Heritage The McKinney Family Fund Medical Mutual of Ohio New Venture Fund PNC PwC Anna M. Roth Fund The Kelvin and Eleanor Smith Foundation The Swamy Family Foundation Third Federal Savings & Loan **Truist Foundation** The Cydney Weingart Fund The Thomas H. White Foundation

#### \$10,000-\$24,999

Anonymous The Abington Foundation Dan Abrams and Nan Cohen Stephanie and Juan Antunez AT&T Richard I. and Sharon Berger Leonard A. and Helen Russell Bretschneider Scholarship Fund California Closets Capital One Karen J. Carcione Case Western Reserve University Cleveland Women's City Club Foundation Scholarship Fund Cleveland Beer Week, Inc. The George W. Codrington Charitable Foundation Steve Conforti Covia Aspire Scholarship Fund Colleen M. Craven Robert and Jennifer DiGeronimo Katinka Domotorffy and Benjamin Sprenger Eaton Corporation Judith and Thomas J. Embrescia ΕY Lauren Rich Fine

The Sam J. Frankino Foundation Patricia Gaul The Gail & Sheldon Goodman Family Foundation Patricia M. Inglis The Miriam Kerruish Stage Fund Kiwanis Foundation of Cleveland, Inc. Alan and Susie Kopit Laborers Union - Local 894 The Lozick Family Foundation Toby and Melanie Maloney Jack, Joseph and Morton Mandel Foundation Justin and Matt Manley The Manufacturing Sector Partnership Scholars Program MCPc MetLife Legal Plans, Inc. The Northwest Emergency Team Fund The NRP Group Patrick and Deborah Osysko The Perkins Charitable Foundation Perlman Foundation PK Management Employee Scholarship Fund Preformed Line Products Co. The Read Family Fund RPM International, Inc. Christina Sunga Ryook Foundation Mark and Shelly Saltzman Joseph D. and Catherine Sullivan Marcus Thomas Legacy Education Fund Jerry Sue Thornton The Denmark Tibbs Family Foundation The Treu-Mart Fund U.S. Bank Foundation Union Home Mortgage Foundation UnitedHealth Group The Velvet Case Fund William M. Weiss Foundation Dan & Ellen Zelman Family Foundation Anna L. Zverina\*

#### \$5,000-\$9,999

Charlotte Alexander Fund Suzanne and Akram Boutros Kamla Bafna Charitable Foundation Joshua and Stephanie Bagshaw William and Jane Baldwin Benesch, Friedlander, Coplan & Aronoff LLP April Miller Boise and David Willbrand Byrne - Rubin Family Trust M.E. & F.J. Callahan Foundation Cargill Incorporated Harry and Mary Ann Carlson CBIZ Inc. Cleveland Cavaliers Cleveland's Future Engineers Scholarship Fund

Luke Edmund Cox Fund The Sally H. and Pitt A. Curtiss Charitable Fund Alzada Singleton Davis Fund Steve and Dana Demetriou **Dominion Foundation** Renee Drefahl Spirit of Life Scholarship Fund The Vince Federico Memorial Fund Thomas J. and Barbara A. Ferkovic **FirstEnergy Foundation** Fortress SRM Ashley and Scott George The Giant Eagle Foundation Michael W. Gleespen Gary Gross Shane Hollett Timothy Allen Hopkins Memorial Scholarship Fund Huntington National Bank Intown Club Legacy Fund Bernard L. and Nancy Karr Charles and Joyce Kullik Lakewood Public Library The Lehman Family Gift Fund James A. MacCutcheon Jimmy A. Malone The Maynard Family Foundation Estate of Dorris C. Michalske A. Grace Lee Mims Vocal Scholarship Fund The Burton D. Morgan Foundation Ruth Burda Motzer Memorial Scholarship Fund Patrick S. and Amy Mullin The Murch Foundation Nissan of North Olmsted Northern Trust Bank Ohio Farmers Insurance Ohio Laborers Future Leaders of America Fund The O'Neill Brothers Foundation Parker Hannifin Corporation Peter E. and Julie A. Raskind Charles and Sally I. Rich Walter J. and Janice A.\* Romansky Mark Ross Mark J. and Shelly L. Saltzman Sav Yes Buffalo Fred Scholl Fund Scholnick Family Foundation The Sears-Swetland Foundation David and Deborah Stahler Ada Gates Stevens Memorial Fund **TEGNA** Foundation WC & EJ Thornton Foundation Tucker Ellis LLP Sue M. and Bill Tyler Elizabeth H. Warshawsky Mickey and Cheryl E. Weinstein Nora Wilder Charitable Trust John S. Wilson and Lawrence Li Yardi Systems, Inc.

#### \$2,500-\$4,999

Apple Growth Partners Sam Arth Association of Asian Indian Women in Ohio Scholarship Fund Brian C. and Kristin Barren

Scholarship Fund

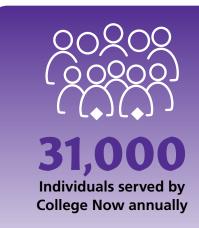
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