

ANNUAL REPORT 2020-2021





FROM NORWALK COMMUNITY COLLEGE

I am honored and thrilled to have been permanently appointed as Chief Executive Officer of Norwalk Community College by the Connecticut Board of Regents for Higher Education. As a member of the NCC community for the past seven years, I have come to admire and appreciate all the dedication and hard work that goes into making NCC an outstanding institution of higher learning. I highly commend the faculty, staff, and the NCC Foundation for their work on behalf of our students and our community, and I reiterate my commitment to the college and our vision to “create a culture of inclusion and excellence through intellectual inquiry, open dialogue, multi-cultural awareness, and lifelong learning.”

The limitations imposed by the pandemic brought out the best in our college community as faculty and staff rose to the challenge by making innovative and student-focused adjustments throughout the curriculum and college operations. Remote learning continued alongside virtual events, student activities, workshops, and other supports that kept our students engaged, while the NCC Foundation provided access to technology, food assistance, and emergency funds.

From “Wellness Wednesdays” and “Meditation Mondays” to COVID-19 testing, vaccine clinics, and information events, students were encouraged to engage in self-care alongside a wide array of student activities, workshops, and enrichment programs.

As the nation continued to grapple with the critical issues of equity and equal opportunity, NCC reaffirmed its commitment to fostering an environment of mutual respect and acceptance, while striving to be a model for peace and prosperity in the global community.

The national focus on Men of Color inspired Norwalk Community College and the NCC Foundation to partner on an initiative to improve our understanding of the significant gaps in equity and achievement in Black male students by hosting an interactive Equity Data Walk (Equity Walk 2020) to provide local

educators and community partners a space to engage in collaborative analysis and discussion on the impact of systemic inequities and under-resourcing on the college’s population of men of color.

As a result, and with support from the NCC Foundation, the college successfully launched the UPLIFT Program for the Spring 2021 semester, to address the significant gaps in equity and achievement among Men of Color at NCC. UPLIFT’s mission is to recruit, retain, and graduate men of color with improved overall academic performance and self-confidence through a network of multiple wrap-around support systems. The first cohort completed the semester with a retention rate of 97%. The initial results are encouraging, and we look forward to continuing this important program for the 2021-22 academic year.

As more people became vaccinated, we continued to adjust campus safety protocols according to CDC guidelines. In May, we were grateful to be able to celebrate the 583 resilient and determined members of the Class of 2021 with an in-person Commencement celebration that was simulcast on social media to over 3,000 viewers.

The lessons learned from the past 18 months have made NCC stronger, and more flexible and proficient in delivering the best academic experience possible on campus, online, or a combination of both.

I am deeply grateful to the college community and the Norwalk Community College Foundation for their dedication and innovation over the past year, and look forward to future possibilities for growth and accomplishment as we forge ahead into a new normal.

Sincerely,



Cheryl C. De Vonish, J.D.

Chief Executive Officer,
Norwalk Community College



Cheryl C. De Vonish, J.D., NCC Chief
Executive Officer

58

Countries represented by NCC
students during the last year.
Seventy-two languages
were spoken.

626

Degrees awarded for the 2020-2021
academic year to 583 students,
including 107 Foundation
scholars.

IN PARTNERSHIP WITH THE NCC FOUNDATION

In a year of unexpected challenges, we remain grateful beyond words for the generosity of our community in helping us to meet the needs of Norwalk Community College students. We have felt great appreciation and pride over the past year as so many of you joined us in providing vital support in the form of emergency funds, workforce opportunities and collaborative partnerships to help ensure that our students remained on track with their educational goals.

During this past year, we engaged in countless conversations with community leaders to find solutions for students and employers alike as they struggled to meet the new and emerging challenges presented during the pandemic.

We recognized that these times require us to respond to age-old challenges in new ways. Together, our board of directors, staff, NCC leadership team, and community partners reframed our investments in order to locally address the most pressing short and long-term needs. Some of our highlights include:

- Coordinating emergency fund and laptop requests through the development of an accessible online portal to respond to the surge in student emergency assistance requests.

- Co-hosting an “Equity Data Walk” with the college to put a spotlight on disparate outcomes for students of color at NCC. After taking a deep dive into the data, the college piloted the UPLIFT program in the spring of 2021 as a full-service program to improve outcomes for men of color at NCC. The Foundation proudly supported UPLIFT.

- Accelerating in-demand healthcare training through innovative educational programs to license certified nurse aides and medical assistants and place them in open positions in local healthcare institutions. The model is continuing, with plans to develop similar programs for the computer science and digital media sectors.

- Our Board of Directors approved a new strategic plan and growth budget to position the Foundation to stay in front of fundraising, program and scholarship needs to support our target investments for the next three years in racial equity, workforce development accelerators, programmatic innovation and the emergency needs of our students.

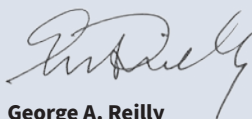
We are responding with new and evolving strategies to meet the unprecedented demands on our student population as well as the evolving educational landscape. Our top priorities remain unchanged: support student success at NCC through high quality education and impact-driven programming, respond to unmet needs, and support our students so they can afford college and reach their educational and professional goals.

We thank you for your continued partnership and commitment of support for Norwalk Community College during this time of change. When NCC students succeed, our entire community succeeds. Please help us transform student lives forever.

With sincere gratitude,



Carrie L. Bernier, J.D.
*President and Chief Executive Officer,
Norwalk Community College Foundation*



George A. Reilly
*President, Board of Directors,
Norwalk Community College Foundation*



*Carrie L. Bernier, J.D., NCC Foundation
President and Chief Executive Officer*



*George Reilly, NCC Foundation Board of
Directors President*



COVID-19 & EMERGENCY FUNDING

The pandemic had a disproportionate impact on NCC's student population. At NCC, many students live paycheck to paycheck, in multi-generational homes where they are responsible for the care of relatives while working part or full-time in addition to studying. Among NCC Foundation scholarship recipients, 56% work either part or full-time in addition to their studies, and 21% are parents. Many of our students, and their immediate family members, work in customer or patient-facing roles and faced exposure to COVID-19 while the crisis grew. Throughout the 2020-21 academic year, the NCC Foundation worked to keep students on track towards graduation and ready to enter the workforce.

For students, unexpected emergencies became overwhelming, and the need for more rapid emergency aid was clear. Funds donated to the NCC Foundation enabled the college to create an emergency fund that assisted qualified students who were dealing with issues ranging from food and housing insecurity to assistance with utilities and transportation. In total, 149 students who benefited from this emergency fund were able to complete the school year, and most students (71%), either maintained or increased their GPA.

One NCC nursing student who received emergency aid said, "Without the help from the Norwalk Community College Foundation, my son and I would probably be homeless. The emergency aid reduced my stress, I was able to concentrate more on my schoolwork, therefore finishing strong this semester."

Another Physical Therapist Assistant Program student shared, "I was in full-time clinicals, plus taking my final online class. Receiving the emergency aid was a huge burden lifted off my shoulders for me and my two daughters, since I was not able to work. I was able to concentrate on my clinicals and class while my daughters were doing their schoolwork remotely at home. I received

A's in all my classes and that was a result of the aid I received."

In addition to providing monetary aid, students were also referred to NCC's Career Services, Food Pantry, Mental Health Counseling Center, UniteCT-Emergency Rental Assistance for Connecticut's Economy, Person2Person, and the Connecticut Energy Assistance Program.

Beyond emergencies, the NCC Foundation provided technology and equipment for students to access their classes online. Not only did remote learning during the pandemic demand new approaches, but a digital divide also became apparent. The issues of affordability, and access to technology, tools, and resources for remote learning, along with the financial means to cover tuition and basic needs, became more critical to student success than ever before. The NCC Foundation worked to ensure that NCC students were not left behind because of Pandemic-related challenges.

Specifically, during the 2020-21 academic year, the Foundation supported students in Nursing and Allied Health programs who had limited access to labs on campus because of COVID-19. The nursing major requires a great deal of hands-on learning, yet due to social distancing requirements, the number of in-person labs on campus for each student was dramatically reduced.

By funding special, faculty-curated take-home kits, students received the tools



With limited access to on-site labs, take-home kits (including practice "bones") were helpful learning tools for Nursing and Allied Health students during the pandemic.

they needed to do their lab work at home. With home study kits, NCC nursing and respiratory care students were still able to attain necessary clinical practice skills to graduate and pursue productive careers in the healthcare field.

With support from the NCC Foundation, NCC also kept its on-site food pantry running for the entire academic year. Students were able to stop by a special campus pick-up location and receive a pre-packed bag of grocery items. Each bag contained different necessities, such as one labeled "pantry basics" or a lunch or dinner bag. In November, the food pantry also provided a complete Thanksgiving meal, including a whole turkey and all the fixings. Student volunteers from the Respiratory Care Club pitched in to help assemble and distribute the packages.



Contents of the Respiratory Care remote learning kits prepared by faculty

Additionally, for students who were unable to visit the food pantry or needed more support, grocery gift cards were provided. A criminal justice student at NCC said, “It has helped me so much with food because I live with my mom, and she does not work. I am the only person in the house who works and by the time all the bills are paid, I would barely have any money left to get food for myself and my mom. With the gift card I was able to go get groceries and I am so grateful.”

Throughout the year, free walk-up and drive-through COVID-19 testing was available in the NCC campus parking lot for students and the general public. Starting in the summer of 2021, pop-up vaccination clinics became available to students, faculty, and staff.

These measures helped to diminish the risk of COVID-19. With an eye on the well-being of NCC students particularly related to finances and mental health, NCC and the Foundation are prepared for increased emergency needs during the 2021-22 academic year.

Throughout the pandemic, students often expressed how much they missed being on campus. The unexpected separation only reinforced the special role NCC serves in their lives. One student said, “My day-to-day life could be so chaotic. I have a job, and at home, I need to take care of my kids. NCC has always been the one resource and place in my life where I can go and focus on myself and my own well-being and self-development.”



“Pantry basics” were available to students in pre-packaged bags all year long.



Volunteers distributed Thanksgiving meals to the NCC community.



NCC became a community resource as a COVID-19 testing site.

56%

Foundation scholars that work either part- or full-time while attending NCC.

149

Students who were able to complete the school year directly because of the Emergency Fund.

TRAINING A NEW WORKFORCE

Norwalk Community College and the NCC Foundation are taking steps to address the continuing and longer-term impact of the pandemic on employment and community health by building innovative partnerships with local businesses, non-profit organizations and government agencies.

Over the past year, NCC rapidly altered its course offerings and created two fast-track, non-credit, credential programs designed to retrain workers who lost their jobs due to COVID-19. Provided free of charge to students thanks to a partnership between the NCC Foundation, Bank of America, Social Venture Partners, Career Resources, Inc., as well as the Connecticut Office of Workforce Strategy, these new programs have enabled participants to launch new careers in the medical field.

Fifteen students graduated from NCC's Certified Nurse Aide program in August 2020 after completing their coursework and clinical rotations. "The program had an impressive 83% graduation rate, higher than previous non-accelerated classes," said Dr. Kristina Testa-Buzzee, Chief Regional Workforce Development Officer for Connecticut Community Colleges Shoreline West Region. Through the program, graduates were able to secure jobs at Nuvance Health and Stamford, Norwalk, Greenwich, Bridgeport, and Yale New Haven Hospitals.

The non-credit Registered Medical Assistant Program had a graduating cohort of 18 students. Like the certified nurse aides before them, upon completing their training and passing licensure exams, students in the Workforce Development and Continuing Education Medical Assistant Program were prepared to enter employment in the medical field. Partnerships for clinical placements and employment arrangements were made in advance with Stamford Hospital and Hartford Healthcare. Participants in both programs benefited from personalized career counseling.

"We were inspired to build these innovative programs that match talented workers

with in-demand jobs. These jobs can grow into lasting careers in the healthcare industry, a sector in need of new, trained workers. Participants in the programs are creating a new path for themselves and their families. With the help of this program, they have been able to move past some of the personal and professional challenges created by the pandemic," said Carrie Bernier, President and Chief Executive Officer of the NCC Foundation.

"These programs were filled with students who remained persistent," said Dr. Testa-Buzzee. "They took a leap of faith and showed initiative and a desire to expand their horizons. Now they are embarking on careers in healthcare that have the potential for significant advancement."

Jessica Hartwell, who previously worked in an administrative position at an airport, completed the medical assistant program and was able to immediately find a medical assistant position at one of Hartford Healthcare Medical Group's primary care offices in Stratford. "I'm so grateful that this happened," Jessica said. "I've always found joy in helping people and had thought about pursuing a job in the medical field in the past. This offered me a way to do that." She cited the camaraderie with the other students and the expanded network she gained as another benefit of the program. "With Covid and many of the classes



Students being trained for new careers in the healthcare industry

being virtual, it was overwhelming at times. But we were able to connect with each other, and really help and motivate each other to complete the program," she said.

Students expressed overwhelming gratitude to the program's funders. "This program has become a platform for me and my family," said Bertha Gutierrez-Palacios. "The funders' generosity has created a path to success for me and I'm extremely thankful to them. It has been a tough journey due to COVID and the roadblocks along the way. Now, with the knowledge and practice I have received, I am able to assist great doctors in their daily practice and help patients feel well."



Socially distant CPR training in the Medical Assistant Program



LIFTING UP MEN OF COLOR

In February 2021, NCC launched UPLIFT, a program designed to support men of color and reduce the equity gap while increasing retention and graduation rates.

The nation-wide disparity in academic achievement between male students of color, particularly African American, Native American and Latinos, and their white peers, has come into national focus as multiple large-scale research studies conclude that minority males “have a vast untapped potential that could help support the United States’ social and economic development—but only if higher education institutions commit to connecting with and retaining these men.” (<https://www.aacu.org/publications-research/periodicals/educational-crisis-facing-young-men-color>)

In keeping with NCC’s commitment to equity, inclusion, and diversity, the UPLIFT Program targets key performance indicators that reveal disparities between men of color and their white peers in NCC data. By tracking data related to persistence and graduation rates, the program focuses on six key milestones in a student’s journey at NCC: (1) credits earned in the first semester, (2) course achievement indicated by a C or above in the student’s first academic year, (3) placement in developmental English, (4) academic probation/suspension status, (5) graduation and transfer-out rate, and (6) food and housing insecurity. The program uses a holistic model with critical supports such as academic coaching, tutoring, mentorship, paid internships and cohort-based workshops. “Many students benefit from intrusive coaching and support to improve their academic outcomes,” says Dr. Kellie Byrd Danso, NCC Dean of Students.

The first UPLIFT cohort started with a virtual orientation to learn more about the program. Students also participated in a series of weekly “REAL TALKS” and workshops that focused on vital skills for success in work and in life. Topics included academic planning, goal setting, career exploration, study skills,

financial literacy, and more. Due to popular demand, the talks were increased to twice a week. Despite juggling multiple scheduling challenges resulting from work, school, and family responsibilities, workshop participation was strong.

Staff working with UPLIFT are dedicated to connecting students to internal and external resources, as well as providing support in coaching, mentoring, tutoring and financial guidance. The NCC Foundation and its generous supporters have supported the program with emergency funds, stipends for those who persist in the program, and paid internship opportunities. Students in the UPLIFT cohort are also paired with mentors according to their career aspirations and connected to a community of professional men of color for networking and guidance.

Outcomes for the pilot cohort are encouraging. Ranging in age from 18-45, 42 of the 45 students in the pilot cohort persisted with an average 3.04 grade point average. Four participants were in their last semester at NCC when joining the cohort. Three have been accepted to four-year universities (University of Mary, Bismark, North Dakota; UCONN Stamford; and Central CT State University) to earn their bachelor’s degree, and one will continue at NCC for an additional associate degree in Business.

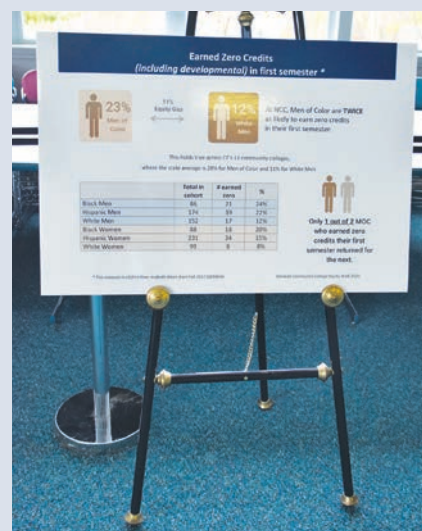
With plans to expand the program, active recruiting continues with information sessions at Stamford and Norwalk high schools, community outreach through area non-profits, and direct communications to students.

UPLIFT Program Coordinator Denise Rawles-Smith and Success Coach Al Thomas (Stamford ICON 2021 awardee for his 30-year career in community service and activism) have expanded the UPLIFT Program to run the full 2021-22 academic year. The program will continue to feature workshops and discussions facilitated by men of color and bring more activities on-site as students return to campus.

Regional Equity Walk Leads to New Equity Initiatives

In November, Norwalk Community College partnered with the NCC Foundation to host a community-wide Equity Data Walk. The interactive data walk focused on key NCC data showing an equity gap in achievement between men of color and their white peers. The program included facilitated discussions between educational leaders, community partners and NCC faculty and staff around six data points related to key performance indicators correlated with success at NCC.

Data points were presented in the form of six informational stations reviewing data from the past five years with break-out discussions and large group conversations. The purpose of the Equity Walk was to identify and understand the problems facing men of color in higher education, and to explore solutions and strategies that address challenges in the areas of first semester persistence, course achievement, college readiness in English, academic probation/suspension rates, rates of graduation and transfer, and housing and food insecurity.



The Equity Walk informational stations provided data points highlighting the challenges of men of color.



The Equity Walk event presentation included a video featuring men of color discussing their challenges.

Key highlighted data points included first semester completion rates. About 23% of NCC men of color did not persist in their first semester at NCC, compared to 12% of white males in their first semester—an 11% gap. This trend is reflected throughout the state, where the average is 20% for men of color and 11% for white men.

Additional data, as measured by self-reported engagement from the Community College Survey of Student Engagement (CCSSE) national survey and grade point averages, suggests that higher levels of campus engagement are directly associated with stronger outcomes. However, an assessment of academic outcomes over the past ten years concluded that Black and Latino males are the most engaged, compared to their White counterparts, but still report the lowest academic outcomes.

Graduation rates are also influenced by the level of college readiness. Regardless of gender and ethnicity, the graduation rate for those who are placed in developmental English classes in their first year is 10% lower than for those who begin their academic journey in college-level English classes. The disparity is even greater for men of color who start in developmental English.

The gap between the graduation and transfer rates of white males is more than double the rates of men of color. Equally alarming is the fact that, despite making up 21% of the total student population, 26% of the men of color student population find themselves on probation or suspension.

The Equity Data Walk provided a creative and interactive opportunity to exchange ideas and think creatively about best practices and solutions to improve college success for men of color.

“The Equity Walk was an informative and enlightening event,” said NCC Chief Executive Officer, Cheryl De Vonish. “The data gave participants a starting point for discussion, but so much was learned from the discussion and sharing of best practices and brainstorming. We are grateful for the Foundation’s partnership in this very important work.”

The nearly 100 Equity Data Walk participants engaged in lively discourse and brainstorming throughout the event. As a result, Norwalk Community College strengthened its commitment to equity and access to the support systems required to improve persistence and graduation rates at NCC.

42

Students in the UPLIFT pilot cohort persisted with a 97% retention rate and an average 3.04 GPA.

~100

Participants attended the Equity Walk. The data inspired NCC to immediately address gaps in student outcomes.

COMMUNITY CONNECTIONS

The word “community” took on an even greater significance over the past year. Through the struggles and pain of 2020, it became clearer than ever how much neighbors rely on one another.

Bridgewater Scholars Mentorship Program

As the only community college serving lower Fairfield County, NCC strengthened educational ties with local businesses and organizations and supported the community’s recovery from the pandemic.

One example of this is Westport-based Bridgewater Associates, which has created a thriving mentorship program with local students at NCC. In the fall of 2019, Board Director and Executive Leadership Coach Julie Johnson reached out to then CEO of Bridgewater Associates Eileen Murray, who she knew had a passion for mentoring, to propose a partnership between the firm and NCC Foundation scholarship students. Julie was

connected with Tara Arnold, Bridgewater’s Head of Community Relations, which led to the creation of the NCC Bridgewater Scholars Mentorship Program and to Tara joining the Foundation’s Board of Directors.

“The focus of the program is practical job search techniques in a digital world,” Julie explained. “Thanks to this program, unique and lasting bonds have been formed between Bridgewater employees and NCC students. We hope to share the program design with other organizations in Fairfield County.”

Tara added, “My Bridgewater colleagues and I find that the NCC Bridgewater Scholars Program is a highlight of our year. We are impressed by how eager and astute the students are. Our mentors also gain helpful experience by producing and delivering content, polishing their own public speaking skills, and working with colleagues from other departments. We grow and learn as much as the students and are thrilled to be involved with and connected to members of our local community.”

The program was originally planned to be held at both NCC’s campus and Bridgewater’s headquarters in Westport however with the pandemic, the format was adjusted to take place over Zoom. With this change, students received a bonus lesson in how to communicate professionally over virtual platforms. While the pilot originally focused on women, it was so successful that the program was expanded for the Spring 2021 semester to include all genders, with an extra focus on diversity and inclusion.

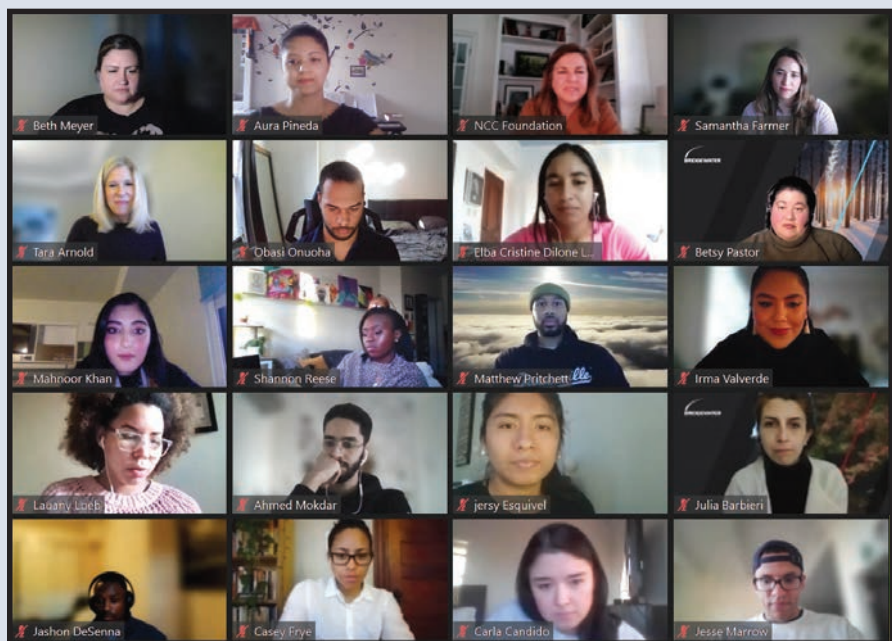
“The thing that blew me away was the quality of the students,” said Julia Barbieri, a Recruiting Manager at Bridgewater who served as a mentor. “They are 100% committed to their educations and career paths, and it was really humbling to be in the presence of that commitment.”

“The Bridgewater Scholars Program was incredible. It helped me grow, not only professionally but also personally. My communication skills have improved, and I feel more confident in myself, especially for my job search,” said Elba, and NCC student studying Psychology and Law.

Volunteering and Vaccination

NCC students also gave back to the community, not only through volunteering but also through the vaccination effort that ramped up quickly in the spring. All second year NCC nursing students took part in vaccination clinics at Norwalk and Danbury Hospitals, which are part of Nuvance Health. With an on-site instructor overseeing them, one student could vaccinate up to 50 people per day. First-year students also assisted at Norwalk Community Health Center.

Tanisha Tyson, Chair of the Nursing Department and the NCC Faculty Representative for the Foundation’s Board said that students were eager to help the community and learn more about preventive care. “Most of our students in clinical rotations typically see patients only when they are ill. So, providing



NCC Bridgewater Scholars Mentorship Program meets over Zoom.



Second-year NCC nursing students helped distribute vaccines at local hospitals.

vaccinations was a great opportunity for students to learn more about helping patients. Everyone was excited to be there.”

One nursing student was even recognized in the local press for saving a COVID-19 patient’s life. First-year nursing student and NCC Foundation scholarship recipient Adriana Rosario learned about a healthcare job from her nursing professors, and went to work with Family Centers’ Community Health Worker Initiative. The program was designed to help Stamford residents navigate the challenges associated with the COVID-19 pandemic and focuses on connecting Stamford residents—particularly those from low-income communities—with the resources and support services needed to safely manage their health and the wellbeing of their families after they have been diagnosed with COVID-19.

During a routine check-in at one client’s home in Stamford, Adriana recognized the client was displaying signs of dangerously low blood oxygen levels. Using a pulse oximeter, Adriana confirmed his condition and called an ambulance. The client now credits Adriana with saving his life, telling her afterwards, “You were an angel...If it hadn’t been for you... I would have died.”

Adriana credited her education at NCC for her ability to quickly assess the situation. “Being in the NCC nursing program, I already

had some experience in the medical field, and I was able to assess patients and identify underlying conditions,” she said.

Back at NCC, the Makerspace, funded by the NCC Foundation, also benefited the community by producing PPE for local businesses and organizations. Since the pandemic began, the Makerspace 3-D printers were used to create more than 1,000 face shields. The face shields were distributed to students, faculty and staff at the college, as well as to various local organizations such as Stamford Hospital, and the Open Doors shelter in Norwalk.

The Makerspace also produced 200 face shields for the Greater Norwalk Hispanic



Founder and Vice-President of the Greater Norwalk Hispanic Chamber of Commerce, and NCC Foundation Board Director, Warren A. Peña receives face shields from NCC student, Lillie Dehaemer. The Chamber distributed them to local businesses.

Chamber of Commerce (GNHCC). The Chamber distributed them to local businesses, an important step in the pandemic recovery and reopening process for businesses. Warren A. Peña, an alumnus of NCC, a Board Director for the NCC Foundation, and Founder and Vice-President of GNHCC, said, “The Chamber worked to educate the community, and prevent the spread of COVID-19 by distributing essential PPE. We wanted to work with local partners and naturally that included NCC.”

Norwalk Community College is a vital pathway for students and a resource for the community, especially as Fairfield County recovers from the effects of the pandemic. Research shows that most community college students stay and work in the local community, providing a strong economic resource for local businesses as well as local and state governments. Community support for students remains vital. Students who attend NCC and graduate, go on to contribute to and improve our communities.

1,000+

Face shields created by the NCC Makerspace since the COVID-19 pandemic began.

50

People per day could be vaccinated by a single supervised second-year NCC nursing student at local vaccination clinics.



FOUNDATION LEADERSHIP

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Norwalk Community College Foundation Board of Directors Annual Meeting, September 28, 2021

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(through April 30, 2021)

Kris Yeager
Director of Finance
(effective April 19, 2021)

Trevor Stonefield
Communications Manager

Aura Pineda
Office and Events Manager

25%

Students (and 36% of Foundation
scholars) that graduated
with a 3.5 GPA or higher.

FINANCIAL REPORT

Norwalk Community College Foundation Fiscal Year 2020-2021 (Ended 6/30/21)

The Norwalk Community College Foundation is a 501(c)(3) non-profit organization founded in 1965. NCCF distributed \$3 million in fiscal year 2020-2021 for scholarships, stipends, programmatic support and college advancement initiatives.

Statement of Financial Position

Assets

Cash and Cash Equivalents	\$ 4,671,914
Investments	31,084,945
Other Assets	48,256

Total Assets \$ 35,805,115

Liabilities

Grants Payable	\$ 1,101,107
Other Liabilities	60,259

Total Liabilities \$ 1,161,366

Net Assets

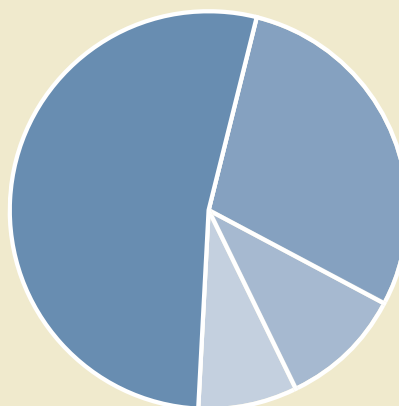
Net Assets without Donor Restrictions	\$ 2,172,954
Net Assets with Donor Restrictions	32,470,795

Total Net Assets \$ 34,643,749

Total Liabilities and Net Assets \$ 35,805,115

The Foundation's financial statements were audited by Marks Paneth LLP. The complete audited financial statements are available on our website (ncc-foundation.org); highlights are shown below.

\$3 Million in Support for Norwalk Community College in 2020-2021



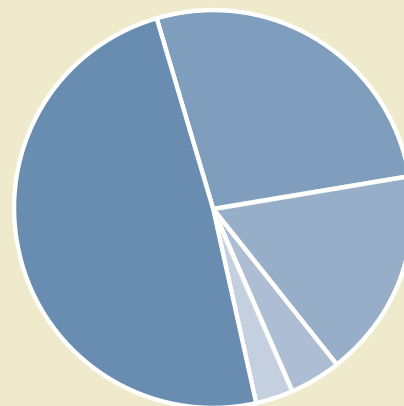
Scholarships	\$ 1,579,048
College Advancement	864,500
Development	296,804
Stewardship	234,262
Total	\$ 2,974,614

Investment Policy and Asset Mix

The NCCF's investment policy states: The primary emphasis of the investment policy is to safeguard and preserve the purchasing power of principal of the NCCF Endowment and to provide a payout to be approved annually by the Finance Committee and the Board. Additionally, a real rate of return on the portfolio is desired. These investment objectives must be achieved within acceptable risk parameters.

The endowment investment return was 25.3% for fiscal year 2020-2021 and the five year average annual investment return was 10.3%.

Endowment Asset Allocation



US Equities	49%
Fixed Income	27%
International Equities	17%
Cash	4%
Alternatives	3%

Norwalk Community College Fiscal Year 2020-2021 (Ended 6/30/21)

Funding Sources

Norwalk Community College received funding through six major sources: the General Fund, tuition and fees, auxiliary services, the Educational Extension Fund, private funds, and federal funds.

The General Fund appropriations are authorized by the State of Connecticut Legislature. Tuition and fees are established by the Board of Regents for Higher Education.

Auxiliary services and the Educational Extension Fund are self-supporting. The revenue from auxiliary services is primarily generated by Child Development Laboratory School fees and bookstore commissions. The Educational Extension Fund revenue is composed of non-credit program fees and summer and winter session fees.

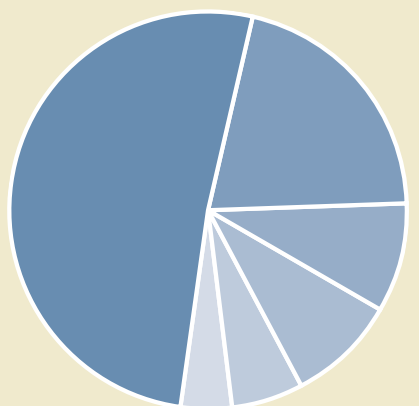
Private and federal funds consist mainly of grants and student financial aid. The Norwalk Community College Foundation actively seeks private grant funding for scholarships, student success initiatives, faculty development, and program support.

Tuition

The Board of Regents sets tuition and fees at reasonable levels to promote access to education. In the 2020-2021 academic year, Connecticut residents paid \$599 for a three-credit course, and full-time Connecticut students paid \$2,238 for 12 credits or more. Annual tuition was approximately \$4,476. Tuition was waived for qualified veterans and seniors aged 62 and older.

Operations Budget

NCC's funding sources provided a \$54.2 million operating budget for July 1, 2020 through June 30, 2021. Spending categories are shown below.



Instructional Programs, Library and Academic Support	\$ 27,931,352
Scholarships, Financial Aid	\$ 11,238,641
Student Services	\$ 4,908,149
Campus Facilities Operations	\$ 4,853,944
Institutional Operations	\$ 3,159,444
Auxiliary Operations	\$ 2,134,981
Total	\$ 54,226,511

SCHOLAR SPOTLIGHTS

Scholarships, mentoring, and aid make a difference to students at every stage in their higher education journey, all thanks to the NCC Foundation. Hear from our scholarship recipients about what the NCC Foundation and the generosity of donors has meant to them.

From NCC's Campus...



Pkonteme Outoume Manabourou,
General Studies

"I immigrated to the United States by myself three years ago. Prior to the pandemic, while attending NCC, I also worked as an Uber driver to help pay my bills and living expenses. That work disappeared practically overnight in March of 2020. For several months I couldn't find work. Eventually, I was able to resume driving, doing food deliveries for companies like Uber Eats and DoorDash.

Classes going remote was a challenge. I used to do my assignments at NCC's computer lab and in the library, but when the campus closed, I didn't have access to a computer. Getting a laptop from the NCC Foundation, I knew, I could use it to graduate.

The Foundation made me feel important, like my situation mattered. When the pandemic started and they emailed and asked, do you need food or a laptop, or anything? If you need anything, just let us know. That made me feel so much better."



Liliana Delgado, Business and Finance

"I am going to be the first in my family to graduate from college. It is a big step for me and my family.

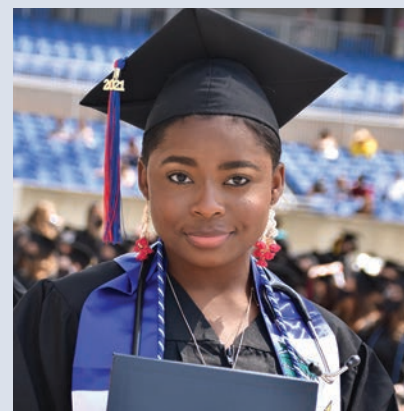
My family immigrated to the US and settled in Norwalk four years ago. I first started at NCC as an ESL student, in the accelerated English program. That was life changing for me. It allowed me to improve my English, make friends, and feel more confident. I found out about the NCC Foundation and scholarships through a friend. Paying for college was going to be a big challenge for me, so I was so grateful to be awarded a scholarship.

My goal is to eventually get my bachelor's degree and then pursue a career in finance or accounting, or perhaps start my own business one day. I never imagined I would be able to accomplish all that I have at NCC. I'm so happy and grateful to donors for allowing me to follow my dream."

to Graduation...

Taisha St. Victor, Nursing

"To donors, thank you so much! You took a heavy weight off my shoulders so I could focus on nursing school. Money has been the biggest factor in many decisions in my life. I was worried about the cost of nursing school; since the program is rigorous, it's hard to work full-time and be successful in school. I am thankful to the donors who saw potential in me. I hope to one day pay it forward, by making a difference in a student's life."



Isaias Martinez, Exercise Science

"The NCC Foundation is the greatest program I have ever been a part of. I will never forget the help they provided. I needed financial assistance for my tuition at NCC, and receiving a scholarship was when everything changed



53%

Students who are first in their families to attend college; 26% are first in their families to graduate.

for me. The Foundation took me in, gave me financial assistance, and gave me guidance and coaching for my college journey. The NCC Foundation is much more than just awarding scholarships; they care passionately about their students.”



Matthew Parillon, Nursing

“My professors at NCC pushed me in ways that I didn’t know was possible. Because of them, I’m able to see the world differently, and will be joining the workforce at a time when nurses are needed more than ever. Thank you to donors for everything you’ve given me. Because of you, I was able to get through my education, and my family didn’t have to worry about how to pay for my tuition.”



Emely Urena, Respiratory Care

“My biggest challenge was being able to afford school and bills at the same time. I love math, science and medicine, and I really want to help people. Thank you so much for giving me this opportunity to study Respiratory Therapy and graduate. I don’t know how I would have been able to continue to pay for school without a scholarship. It was a life saver for me and I am more than grateful to have received it.”

and Beyond...



Mariana Basilio, Senior Systems Engineer at Honeywell Aerospace

“There are times when I can’t believe my own journey. I might be working in the office at my company, or be giving a speech at a conference to 300 people, and I think, how did I get here? I know it started at NCC.

Back then I was working 60 hours a week as a nanny. I had no benefits and was living paycheck to paycheck. I enrolled at NCC because I thought, maybe I can find a career. My dreams were relatively small at that time, I didn’t know my own potential.

As an immigrant, I had no one guiding me, but once I arrived at NCC, the physics, math and engineering professors mentored me and showed me what I could achieve. They provided the foundation and encouragement for me to graduate, apply to Rensselaer Polytechnic Institute and earn my bachelor’s and then master’s degrees.

Now I manage aerospace projects. We support big companies like Boeing and Gulfstream and work on new and emerging technologies like air mobility and air taxis. My responsibilities range from budgeting and forecasting, to designing and integrating systems for teams of up to 100 people.

My scholarships from the NCC Foundation, both at NCC and when I transferred to RPI, were pivotal to my success. I want donors to know that the impact of their gift goes beyond just one student. As in my case, donors are breaking a cycle. If it weren’t for NCC and the NCC Foundation, I might still be a nanny with no job security. I was able to completely change my life, and that has put me in the position to also help change someone else’s life. I will always be grateful to NCC and the NCC Foundation.”

Nathanael Paulemon, Software Engineer at Cuescript

“I studied computer science at NCC, and I look back at my time there fondly. I loved being at NCC simply because of the diverse group of students, who were of different ages, ethnicities, and places in their careers whether fresh out of high school or returning to school to obtain more skills.

Professors Duffy and Korchinski were two of my favorites. I learned how to approach complex mathematical problems from Dr. Korchinski and valuable skills and practices in writing software from Professor Duffy.

I have gained more responsibility in my job, progressing from writing software testing code to becoming the lead developer at my company.

The NCC Foundation had a tremendous impact on my journey. Because of the transfer scholarship I received, I was able to earn my bachelor’s degree in Computer Science with very little student debt, and was debt-free less than a year out of college. Because of this, I have many options in terms of my career and other major life choices.

So many students are saddled with large student loans and not much room to dedicate themselves to something meaningful. I want donors to know that the generous work they are doing empowers students so they can actually work towards their passions and make a dent in the universe.”





Show! Today we disc
•Norwalk Connecticut, a
town that has history,
culture and oysters.

MASTER
CARTONE

COMMUNITY PARTNERSHIPS

Collaborating with organizations whose priorities align with the NCC Foundation's focus on student success has enabled our programs at the college to grow and thrive. The grants awarded by the businesses and community foundations below are vital to our work.

\$250,500 from Carle C. Conway Scholarship Foundation to support a general fund for transfer scholarships and emergency aid for students during the Covid-19 pandemic. With their gift to transfer scholarships, the NCCF was able to continue our generous support for high-achieving NCC students pursuing their bachelor's degrees.

\$185,000 from Bank of America for NCC's nursing program, UPLIFT program, and healthcare workforce development programs. With funding to support home-study kits, nursing students benefited from additional classroom tools, software, and training to enhance their learning. The UPLIFT program provides support for male students of color at NCC, and the workforce development tracks targeted displaced COVID-19 workers for in-demand healthcare jobs training as Certified Nurse Aides and Medical Assistants.

\$165,000 from Tudor Foundation to support the operations of the NCC Foundation and emergency aid for students. By granting unrestricted and emergency dollars, the Tudor Foundation affirmed the NCC Foundation's stewardship to direct the funds to the areas of greatest needs. Their gift directly impacted NCC students through our coaching and academic support programs, as well as directly assisting students struggling to deal with the unexpected challenges of the pandemic.

\$100,000 from Frederick DeLuca Foundation to support vocational scholarships. The DeLuca Foundation's mission is to provide youth and adults with the tools to achieve independence and self-sufficiency. One recipient of a DeLuca Foundation Scholarship commented, "This scholarship will go a long way to helping me stay focused on school instead of working extra to make ends meet. I appreciate this opportunity

to dedicate myself to my studies and help build a future for myself and my family."

\$80,875 from Fairfield County's Community Foundation (FCCF) to support the Student Emergency Fund, Summer Bridge and Sister Circle. FCCF's newly established Fairfield County Corporate Collaborative for Education Equity provided extra funding in 2021, which enabled NCC to expand Summer Bridge to include English as well as Math classes. In alignment with our own priorities, this local funding collective seeks to foster educational equity by eliminating disparities.

\$50,000 from Brookfield Properties to run the SoNo Collection Retail Certificate Program. A \$250,000 multi-year commitment, this program trains entry-level sales and service associates in learning valuable skills related to front-line retail work.

\$50,000 from Anonymous to provide one-to-one coaching for scholarship students, and support food-insecure students at NCC through the on-campus food pantry. For many students who are the first in their families to attend college, coaching provides invaluable guidance and support. One coached scholarship student told us, "I feel more confident now. Thanks to coaching, I have learned important study skills and how to properly plan and manage my time. It feels great to be supported by someone who knows more than me, who can guide me towards success."

\$30,000 from Everett Bulkley Trust to support the operations of the NCC Foundation. The Everett Bulkley Trust has supported the Foundation for more than 30 years, transforming the lives of countless students through their enduring commitment to accessible higher education.

\$20,000 from Pitney Bowes Foundation for the Summer Bridge Math Program. The Pitney Bowes Foundation has supported NCC's education and workforce training initiatives for more than three decades and has been a champion of the Summer Bridge Math Program.

\$19,950 from Building One Community for the Home Health Aide certification program.



Shown from left to right: Michele Litt, United Way Director of Impact Philanthropy; Laurie Orem, NCCF Director of Development; and Jeff Kimball, United Way CEO

\$12,500 from United Way for UPLIFT. United Way of Coastal Fairfield County announced investments in 11 community partners, and the NCC Foundation was honored to be selected as one of them. Through a holistic approach, the UPLIFT program has the ambitious goal of closing the equity gap for men of color at NCC.

\$10,000 from First Niagara Bank Foundation for the Reaching Excellent Academic Levels (REAL) Program. The REAL Program increased student engagement, retention, and graduation rates for underrepresented students that are transitioning from high school to college.

\$9,000 from Near & Far Aid for scholarships. Near & Far Aid works to eliminate poverty in Fairfield County by funding programs that seek to achieve lasting change.

\$7,500 from Bedford Family Fund at Westport Weston Family YMCA to support NCC's nursing program. With limited on campus lab time due to COVID-19, the Bedford Family Fund's grant helped provide kits for nursing students so they could practice the skills they learned at home.

\$7,500 from First County Bank for the English as a Second Language Summer Bridge program. A true neighbor to the college in every sense (there is a branch located down the road from our campus), First County Bank's grant helped to fund a pilot program that raises student placement levels before they start their fall semester at NCC.

Scholarships
\$1.6
Million



"I received so much support and encouragement at NCC that I was able to thrive and accomplish goals I never would have imagined."

- Lindsay S., Fairfield CT

"Receiving an email stating you have received a scholarship award is a feeling like no other. No matter how big or small the award is, we are grateful for the help and recognition."

- Walter M., Stamford CT

Coaching
Sessions
417

56%
of Full-Year
Recipients
Work

172



Scholarship and
Program Funds

"Through the help of the NCC Foundation, I have been able to take advantage of the opportunity to prove myself and put in the hard work towards my dreams."

- Ceren C., Transfer Scholarship to Mount Holyoke College

"One of the best parts of my experience at NCC has been discovering all of the resources available to help students in need. Both the food pantry and counseling services have been very helpful this year."

- Jacob L., Nursing Student

Students Awarded Scholarships

402



SCHOLARSHIP & PROGRAM FUNDS

We are grateful to our donors for establishing and supporting the following endowment and temporarily-restricted funds.

Scholarship Funds

Access to Education Scholarship
 Albert L. Hadley Scholarship
 America 911 Scholarship
 Ann Chernow Art Scholarship
 Ann P. Rogers Scholarship
 Anne Ireland Memorial Scholarship
 Anonymous Scholarship
 Benson Meth Scholarship
 Beverly Miller Orthwein Scholarship
 Bigelow Foundation/Briggs Scholarship
 Calvin Loss Scholarship
 Carl Mirbach Memorial Scholarship
 Carle C. Conway Scholarship
 Carolyn and Gerry McGrath Scholarship
 Charles J. Trantanello, Jr. Memorial Scholarship
 Charles M. and Jessica B. Shaeffer Scholarship
 Charles Royce Merit Scholarship
 Charlotte Chen Scholarship
 Claire L. Helsing Scholarship
 Crane Scholarship
 Croaning/Van Dyke Scholarship for Child Development Lab Students
 Cross Business Scholarship
 Darlene Ryan Goodwin Scholarship
 Debbie Klaff Katz Scholarship
 Donald and Virginia Miller Scholarship
 Doris Bucky Scholarship
 Doris L. and Joseph I. Shulman Memorial Scholarship
 Dr. Harry L. Trambert Memorial Scholarship
 Dr. John K. Fisher Scholarship
 Dr. Lia Mondo Scholarship
 Dr. Mary W. Brackett Scholarship
 Dream Transfer Scholarship
 Dugan Family Scholarship
 Eileen Heckart Scholarship
 Elizabeth Raymond Ambler Trust Scholarship
 Entrepreneurship Scholarship
 Fernandez Family Scholarship
 Frank C. Lee Memorial Scholarship
 Frederick A. DeLuca Foundation Vocational Scholarship
 GE Capital Scholarship
 General Nursing Scholarship

General Scholarships/Golden Promise
 Geneva Walsh Scholarship
 George C. Turner Memorial Scholarship
 Goodnow Scholarship
 GOPIO-CT Scholarship
 Hammant Memorial Art Scholarship
 Harlan and Lois Anderson Family Foundation Scholarship
 Harry H. Hefferan, Jr. and Catherine Hefferan Scholarship
 Helen C. Whitten Scholarship
 Hiranandani Scholarship
 Hobart P. and Alice B. Pardee Scholarship
 Ilene and Irving G. Calish, Sr. Scholarship
 James Bissell Memorial Scholarship
 James E. Deaver Memorial Scholarship
 James R. McCormack Memorial Scholarship
 Jamie Earle Memorial Scholarship
 Jane Corbo Scholarship
 Jean Svalgard Memorial Women's Scholarship
 Joan and Ed Barksdale Scholarship
 John and Patricia Rayner Scholarship
 John A. Ball Scholarship
 John and Catherine Vigilante Scholarship
 John and Charlotte Suhler Scholarship
 John E. Schmeltzer Memorial Scholarship
 John Fiske Boorum Memorial Scholarship
 John H. Heher Memorial Scholarship
 Joseph Karpowich Memorial Scholarship
 Josephine Lindenmayer Gierer Scholarship
 Jules Lang Scholarship
 Karen L. Veitch Memorial Scholarship
 Katherine Hall Browne Memorial Scholarship
 Katy and Professor John Dolhun Scholarship
 Kenton Clarke Scholarship
 Lawrence Cavanagh and Eleanor Riemer Dream Transfer Scholarship
 Le Bal d'Ecole Scholarship
 LEAP Transfer Scholarship
 Leon and Fanny Hirsch Scholarship
 Leonhardt Scholarship
 Lewis R. Mintz Scholarship
 Lifetime Learners Institute Scholarship
 Mandel Family Scholarship
 Marcia Jane Le Moutt Memorial Scholarship
 Margaret Jane McAuliffe Scholarship
 Marion and Justin Glickson Transfer Scholarship
 Mark Hattenbach Memorial Scholarship
 Mary Bauer Nursing Scholarship
 Matthew LoRusso Scholarship

Maurice Godin Law Scholarship
 Max R. and George J. Lepofsky Scholarship
 McLean-Kearney Family Scholarship
 Michael G. Weyer Scholarship
 Michael Wilens and Carolyn Longacre Scholarship
 Mickey and Brooke Callanen Scholarship
 Molly Scholarship
 Morrise Wagner Transfer Scholarship
 Nancy Doyle Scholarship
 Near and Far Aid Scholarship
 Nicholas Trivisonno Scholarship
 O'Hara Family Scholarship
 Olivia Vlahos Scholarship
 Panwy Foundation, Inc. Service Learning Scholarship
 Pauline A. Toner Nursing Scholarship
 President David Levinson LEAP Transfer Scholarship
 Raindancer Foundation Scholarship
 Richard and Barbara Whitcomb Foundation Scholarship
 Richard T. Hansen Memorial Scholarship
 RN to BSN Transfer Scholarship
 Robert and Jeannie Kay Armstrong Scholarship
 Robert Garland Memorial Scholarship
 Rose S. Becker Memorial Scholarship
 S.E. Daley Scholarship
 Sachiko S. Liebergesell Scholarship
 Stacy M. Israel Scholarship
 Sylvia Schudy Scholarship
 The 460 Foundation Scholarship
 The Harrington Family Scholarship
 The Jan Malone Scholarship
 Thomas G. Norko Scholarship
 Toni Anne Laufer Scholarship
 UBS Scholarship
 Virginia and Malcolm Crawford Scholarship
 Wetmore Family Scholarship
 William M. Mommaerts Memorial Scholarship
 William Pitt Scholarship
 Women in Management Scholarship
 Workplace Internship Scholarship
 Zimmer Family Scholarship

Program Funds

2.8-3.4 Scholarship Coaching
 Archeology
 Art Department Equipment
 Art Department Gallery
 AV Equipment
 Bank of America Workforce Development
 Biology Department
 Blanche Kent Archaeology
 Building One Community
 Career Connections
 Career Services
 Charlotte Cowie Human Services Memorial Conway
 COVID-19 Emergency
 Center for Science, Health and Wellness
 Culinary Arts Projects
 Dr. William H. Schwab Chair in Technology
 Early Childhood Education
 Entrepreneurship
 English as a Second Language
 Everett Baker Library Development
 Frank and Anne Cary for Student Success
 IT Equipment
 Japanese Studies
 Jean and Grove Ely Single Parent Emergency Library
 Harlan and Lois Anderson Family Foundation Technology and Innovation
 Medical Assistant Certificate
 Lumina String Quartet Residency
 Nursing/Allied Health
 Nursing Emergency
 Path 2.0/Path to Success
 Physical Therapy
 REAL (Reaching Excellent Academic Levels)
 SoNo Collection Retail Certificate
 Student Emergency
 Student Success
 Summer Bridge Math Intensive
 Summer Bridge English
 Summer Bridge ESL
 The Food Pantry @NCC
 Theodore J. Nussbaum Mentoring
 UPLIFT
 Veterinary Technology

STRATEGIC PLAN 2021-2024

This year, the NCC Foundation approved a new strategic plan that responds to changing conditions in the community around us. It also reflects a sense of urgency to close the equity gap and strategically increase workforce development opportunities for NCC students. The strategic plan includes support for promising new programs including:

Diversity, Equity & Inclusion

Diversity, Equity & Inclusion (DEI) has been a component of past plans and programs funded by the Foundation. However, with the new strategic plan, the Foundation joins the college in setting the ambitious goal of closing the equity gap at NCC. Thus, support for equity initiatives is an explicit or implicit part of most Foundation 2021-2024 projects.

The NCC Foundation supported the UPLIFT Program pilot in the spring of 2021 and approved funding for a Minority Entrepreneurship Program and a summer bridge for English Language Learners. With our investments, we aim to help cultivate a culture of high expectations and high achievement for our students representing the rich diversity of culture, race and experience at NCC.

Center for Innovation and Technology

With innovation hubs in the East and West buildings, expanded spaces for meeting and entrepreneurial pursuits will generate creative solutions to support the technology and educational needs of students and NCC faculty.

- The West Campus hub will be an expansion of the Makerspace with added technology, collaborative student meeting space, paid internships and workshop offerings for students, faculty and the community.

- The East Campus hub is located in the newly upgraded state-of-the-art Digital Media Production Studio with a goal of expanding digital media studies at NCC and supporting the “gig” economy for students who work in media, marketing and communication studies.

Summer Bridge for Math/English/English as a Second Language

After six years of robust impact with Summer Bridge Intensive Math programs, NCCF will support coordinated new English and English Language Learner Summer Bridge programs to help vulnerable students meet critical first year milestones such as passing college level English and math courses, and setting off on the path to graduation and career success.

Scholarships with Coaching

The Foundation will continue to support scholarships with one-on-one coaching through the Path to Success program as a complement to the NCC MyPath advising model. The goal is to improve course progression to graduation for students in the academic range of 2.5 to 2.8 grade point average.



Bridgewater Scholars Corporate Mentorship Program

After two successful rounds of corporate mentorship programs, the Foundation will seek to scale its successful program with other financial firms and hedge funds.

Workforce Development Partnerships and Paid Internships

Modeled after the accelerated Certified Nurse Aide and Medical Assistant program for displaced workers during the pandemic, programs and paid internships seek to place NCC graduates in living wage employment throughout Fairfield County and beyond in key need-based sectors such as technology/data science, healthcare, and digital media.

66

Age of the oldest graduate this year; 17 was the youngest. The average age was 26.

21%

Foundation scholarship recipients who are parents or who have legal dependants.



SCHOLARSHIPS

Support NCC's retention and graduation goals for traditionally eligible scholarship students and for highly motivated, academically vulnerable students.

Sustain the support of NCC student scholarships and transfer scholarships while managing increasing demand.

COLLEGE ADVANCEMENT

Promote retention, engagement and graduation of NCC students in line with joint Foundation/ College priorities and critical milestones for students to promote high quality education and academic success.

COMMUNITY RELATIONS

Enhance the Foundation's relationships in the community with a focus on workforce readiness for NCC students.

EQUITY & INCLUSION

Infuse the work of the NCC Foundation with a sense of priority around diversity, equity and inclusion to promote excellence for students of color at NCC and beyond.

FINANCIAL STEWARDSHIP & DEVELOPMENT

Raise funds to meet the priorities and goals established through the strategic plan and annual budget processes.

2020-2021: A YEAR OF GIVING

Every gift makes a difference! All the work of the Foundation would not be possible without you. Your contributions impacted the lives of hundreds of students, and we are grateful for your commitment to NCC.

Regents (\$100,000+)

Anonymous
Bank of America Charitable Foundation
Carle C. Conway Scholarship Foundation
Fairfield County's Community Foundation
Frederick A. DeLuca Foundation
Tudor Foundation, Inc.
The Windmill Foundation

President's Circle (\$50,000+)

The 460 Foundation
Anonymous
Brookfield Properties
Career Resources, Inc.

The Goodnow Fund
The Per and Astrid Heidenreich Family Foundation
Robert and Ardis James Foundation, Inc.

Dean's Society (\$20,000+)

Harlan and Lois Anderson Family Foundation
Joan and Ed Barksdale
Mrs. James Berger
Mrs. Richard N. Cohen
Maxine Biesenbach and James Evans
Everett Bulkley Trust
GE Capital
Matthew and Julie LoRusso
Ms. Deborah McLean and Mr. Keith Kearney
National Emphysema Foundation
New Canaan Community Foundation
Mr. and Mrs. Charles Trantanella
The Estate of Mr. John Walsh
The Richard and Barbara Whitcomb Foundation

Exceptional Fellows (\$10,000+)

Anonymous
David and Eunice Bigelow Foundation
Louise Blackman Family Foundation
Mark and Deborah Blackman
Building One Community
Claire L. Helsing Foundation
Robert and Sara D'Alelio
General Re Corporation
The Maurice Goodman Foundation, Inc.
Lifetime Learners Institute, Inc.
G. M. and Elizabeth O'Connell
People's United Bank Foundation
Ellen H. Petrino
Zelie and Andy Pforzheimer
Stanley Family Foundation
Laura and Robert Sterner
United Way of Coastal Fairfield County

Distinguished Fellows (\$5,000+)

Anonymous
Ms. Jane Carlin and Mr. Benjamin Gifford
Erin and Joseph Catapano

Ana and Tomas Chadwick
Dr. Michael Clain and Dr. Debra P. Clain
Sheila E. Daley Foundation, Inc.
Charles and Judy Eaton at The Tokeneke Foundation
Robert and Elizabeth Ellis Family Foundation
First County Bank Foundation, Inc.
Nancy and Daniel Fleming
Mrs. Anna Franziska and Mr. Richard Allen Haight
Julie Johnson and Doug Reid
Linde
Grace Koo Leone
Lone Pine Foundation, Inc.
M & T Bank Charitable Foundation
Mr. William Malone
Ann S. Mandel
MBI, Inc.
Mr. and Mrs. James Metzger
Near & Far Aid
Oppenheim Family Fund
Pitney Bowes, Inc.
Christine Ranges
Mr. and Mrs. John E. Rayner
George and Lynn Reilly
Ritta Rosenberg
George and Audrey Schudy
John and Charlotte Suhler
The Resource Foundation, Inc.
Westport Weston Family, YMCA
Willard Wolff
The Honorable Terrie Wood and Mr. Jay Wood

Honorable Fellows (\$2,500+)

Mr. and Mrs. Edwin A. Bescherer, Jr.
David and Diane Boston Family Foundation
Robert and Mary Campbell
Darien Rowayton Bank
James and Christine Dart
Laura and David Erickson
GE Aviation Services, LLC
Julene and Simon Greenshields
Haffenreffer Family Fund
Karen and Frank Knapp
Peter and Laurie Maglathlin
O'Herron Family Foundation (Annie and Jon Burleigh)
Laurie and John Orem





Mr. Frank Phillips
Barbara and David Polacsek
Mr. and Mrs. Jeffrey A. Rubin
Rob Schlein and Emily Kroenlein
The Sexton Family Foundation

Friends of the College (\$1,000+)

Anonymous (2)
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Tara Arnold
The A. James Bach and Vona Hopkins
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Family Fund
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Vincent and Beverly Murphy
Karen Ogden
Mr. and Mrs. William P. Pardee
J. M. Pierpont Charitable Fund
Dawn Robertson
Summer Hill Foundation
C. W. Schellenger
Scrum 50 (in kind)
Fortunato and Alba Stanziale
Kerry and Jed Stevens
Mrs. Claire M. Swinnerton
Gary and Karen Tapella
Dr. Susan Weinberger
Mr. Michael Wilens and
Ms. Carolyn Langacre
Mr. and Mrs. Sturgis Woodberry

Mentor (\$500+)

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Anonymous (2)
Mr. and Mrs. Richard C. Bain, Jr.
David and Susan Ballard
Mr. and Mrs. Kenneth Bernheim
Monica and Todd Billeter
Mr. and Mrs. William T. Calder
Greater Norwalk Chamber of
Commerce
Joe Cingari
Ed and Theresa Cosden
Jonathan Dubois
Dr. and Mrs. William J. Filip
Foster Family Fund
Dr. Gina Gladstein
Vasso Gyftopoulos
Alice Inacker

DONOR PROFILE :

Bank of America

Bank of America has embraced workforce development opportunities at NCC and emerged as a strong collaborator with four generous grants totaling more than \$185,000 over the past year.

In response to the COVID-19 pandemic, and a surplus of displaced workers throughout Fairfield County, a group of innovators, led with funding and thought leadership by Bank of America, launched a no-cost, fast-track healthcare training pilot program for Certified Nurse Aides and Medical Assistants. The partnership included the NCC Foundation, NCC, Bank of America, Social Venture Partners (SVP), Career Resources Inc., Housatonic Community College Foundation, and Housatonic Community College. The partnership later scaled to include the Governor's Workforce Council. The goal of the innovative public-private partnership was to quickly retrain displaced or unemployed workers, particularly from the hospitality field, and arrange employment with hospitals for in-demand healthcare jobs. Upon training completion and passing licensure exams, students were prepared to immediately begin in new job positions. Partnerships for clinical and hiring arrangements were put into place with Stamford, Norwalk, Greenwich, Bridgeport, Norwalk/Nuvance Health, and Yale New Haven Hospitals.

"Amid the coronavirus, Bank of America committed support throughout southern Connecticut to help our most vulnerable populations. And we are proud to serve as a funding catalyst in addressing pressing needs and removing barriers to financial opportunity," said Bill Tommins, Southern Connecticut Market President for Bank of America. "We look forward to seeing our collaborative planning for innovative new workforce training solutions come to fruition. Bank of America is grateful for our partnership with SVP, Career Resources and Norwalk Community College, which will provide employment opportunities to displaced workers in our region."

The mission of The Bank of America Charitable Foundation is to help make financial lives better through the power of every connection. They have delivered more than \$2 billion in philanthropic investments since 2009, with approximately \$250 million in 2019 alone. Through their work, the Bank of America Foundation is committed to developing strong partnerships with nonprofit organizations addressing issues fundamental to economic mobility and social progress in low- and moderate-income communities. Their substantial investment of time, treasure, and talent with the Norwalk Community College Foundation demonstrates their focus on workforce development and education and also the larger goal of strengthening community vitality by investing in support structures for vulnerable populations. The NCC Foundation is a proud partner of The Bank of America Charitable Foundation and the exciting investment and partnership opportunities that exist through our continued collaboration.



BANK OF AMERICA

Joe Karpowich



Joan and Joseph (Joe) Karpowich, both educators, taught their five children about the importance of higher education and philanthropy. Joan graduated from Southern Connecticut State College with a degree in Education. Joe received his Bachelor's Degree from City College of New York and his Master's in Education from New York University. According to his daughter Daria, he taught classes for Norwalk Community Technical College at a local penitentiary before serving as Dean of Students at NCC for over 25 years. In all, he spent 35 years at NCC. According to Joe's son Matt, people frequently say to him, "Your Dad is the reason I stayed in school."

Joe created the first NCC international partnership in the 1970s with a school in Nigeria. Students came here to live and learn and to bring a multicultural element to the NCC education. They then returned to their countries to use their new academic skills. Daria also recalls that as a child, she and her siblings were brought to the NCC campus often. She vividly remembers the IBM computers at the school and says she knew from an early age that she wanted to work for IBM, her current employer.

Joe was active in the school after his retirement. Upon his death, his wife Joan and their children created the Joseph Karpowich Memorial Scholarship Fund to continue his legacy of learning, philanthropy, and knowledge sharing. This scholarship is awarded every year to a student majoring in Technology from the local community. The family places a high value on STEM education, especially for women, which they believe leads to greater career opportunity and financial independence. Each year the NCC Foundation receives gifts from Joan and each of the five children and their families to keep Joe's legacy alive. Two of the Karpowich children and one of their spouses attended NCC. As Joe's son John reflected, "Paying it forward by paying it backward is a sound investment in our community and future."

The Karpowich children were taught to help others by sharing their knowledge and financial success, whenever possible. They hope that the Joseph Karpowich Memorial Scholarship not only helps a student each year, but also that their family commitment to giving inspires others in Fairfield County to do the same. We thank the entire Karpowich family for their generosity.

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Terrie and Jay Wood



More than 25 years ago, a local banker and NCC Foundation Board Member, Frank Kugler, suggested that John Wood (Jay) get involved in the community and join the Board of the NCC Foundation. Jay found his work on the Board very rewarding. He recalls marching in full regalia at an NCC graduation as his most memorable experience during his tenure. Jay vividly remembers the pride he felt, smiling in his cap and gown, with his wife and elementary school aged children by his side. He said he has never forgotten it. "It is so powerful, the difference NCC can make in someone's life."

Jay and his wife, the Honorable Terrie Wood, have been generous donors to the NCC Foundation ever since. As Terrie expressed, "NCC is a vital part of the economic development in our area." She also appreciates the nimble system that enables NCC to see a local need, develop a solution and create an impact. Specifically, she points to the example of the construction of Center for Science, Health and Wellness, where the community need was identified and NCC and the NCC Foundation responded. She also appreciates the other creative programs the NCC Foundation supports like the Summer Bridge Programs.

The Woods foresee community college playing a key role for many students in the future. With the cost of a four- year bachelor's degree placing higher education out of reach for so many, the option of attending NCC for two years to receive an associate degree, then transferring to a four-year school to complete the bachelor's degree, is one that simply makes sense, and allows education to be affordable and accessible for many in our community. They also see NCC as a great option for others due to its flexible nature and the fact that the college can serve multiple purposes to suit the needs of so many in our larger community. One of the Wood's children graduated from NCC and then went on to attend and graduate from Fairfield University with a degree in Finance. NCCF is grateful to Terrie and Jay Wood for their commitment to support Norwalk Community College students with their advocacy, philanthropy, and board service.

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DONOR PROFILE :

Allyson Junker

Allyson Junker took only six courses at Norwalk Community College, but it changed the course of her career so dramatically that she is giving back to the NCC Foundation as a new donor. Allyson grew up in Fairfield County and attained a Bachelor's Degree in Environmental Policy from Boston University in 2009. During her senior year at BU, she discovered that she had a passion for Environmental Science, but because she hadn't taken the required pre-requisites in engineering, she was unsure how to make her dream a reality. After graduation, she took some post-baccalaureate courses at Columbia University. She then spent two years in the Peace Corps in Senegal, which only further cemented her interest in becoming an Engineer, specifically focused on basic infrastructure such as clean drinking water and sanitation.

Upon her return to the United States, she formulated a plan to take the remaining Engineering courses that she needed at NCC, including Calculus, Chemistry, Mechanics, and Statistics. Because these courses were accredited, she was able to gain acceptance with her prerequisites into a Masters of Engineering Program at the University of Missouri. She graduated in 2015 with a Master's Degree in Civil Engineering, with a specialty in Environmental and Hydraulic Engineering, and she began her career working as a Civil Engineer at Merrick & Company in Denver, Colorado. She is very proud to have received her Professional Engineering license two years ago.

Allyson's story is still evolving. After six years at Merrick, she was accepted into a PhD program in Denmark at the Aarhus University. She is incredibly grateful that NCC was able to make her career transition possible and that it gave her a second chance. She would like to be a role model for female engineering students in the future. The NCC Foundation is very grateful that she has chosen to become a donor.



Geneva Meadows Walsh



The Geneva Walsh Scholarship Fund honors a woman who valued education and service to her community. Geneva Meadows Walsh reached her goal of achieving a college degree at Norwalk Community College via a non-traditional path, after a life well lived. She grew up on a tobacco farm in North Carolina, attended secretarial school, and started working. She had a wanderlust and longed to travel, so she did not hesitate to enlist in the US Naval Reserve (better known as WAVE—Women Accepted for Volunteer Service) when Congress established the Reserve in 1942. During WWII, she was stationed in Washington, DC and worked at the Bureau of Yards and Docks. She loved her work and was promoted to the rank of Chief Petty Officer.

Shortly after the war, while working at the Patuxent Naval Air Station, she met and married Ensign John F. Walsh. They moved to Norwalk in 1959, where Geneva raised their four children and worked for the US Postal Service. It wasn't until her retirement that she was able to focus on her long-held goal of earning a college degree. She enrolled at Norwalk Community College, declaring to her family that she would be the one of her father's nine children to earn a college degree. She loved her time at NCC, and after graduating with her associate degree, she went on to earn her bachelor's degree from the University of Connecticut in 1994.

Geneva was an avid volunteer, and served in Norwalk's first soup kitchen, as well as several veteran's groups. Of note, she was selected as a torchbearer for the 1996 Olympics when the torch passed through Connecticut on the way to Atlanta, GA. She was among those proudly holding the torch aloft along a stretch of Westport Avenue in Norwalk.

After Geneva passed away in 2017, her family honored her love for NCC and commitment to higher education through an endowed scholarship fund in her memory. These contributions will continue Geneva's legacy of promoting access to education at all ages.

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About the front cover photograph:

Mother and daughter Tameeka Young and Tiara Steel both graduated with Associate degrees from NCC in 2021; Tameeka from the Legal Assistant Program and Tiara from General Studies.

During their NCC journeys, Tameeka and Tiara were both members of the TRIO Program—an educational outreach program designed to motivate and support students from disadvantaged backgrounds. They have a close relationship and studied together whenever possible.

Both mother and daughter are now students at the University of Bridgeport.

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Photography:

Madeline Barillo: p. 2

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