

# INVEST. PARTNER. IMPACT.

2018 ANNUAL REPORT





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## OUR CORE VALUES

### IMPACT

Our results improve and transform people's lives.

### COLLABORATION

We connect with others to make our community stronger.

### ACCOUNTABILITY

We are responsible stewards of the Foundation's assets.

### RESPECT

We are open, inclusive, and caring.

### EQUITY

We believe all people should have the opportunity to succeed.

## OUR VISION

Our vision for Spartanburg County is a thriving and connected community where diverse and educated citizens lead active and healthy lives.

## OUR MISSION

Our mission is to invest in people and communities for improved health, wellness, and success in Spartanburg County.



# A Letter from Leadership



## Welcome to the Mary Black Foundation's 2018 Annual Report!

The Mary Black Foundation was founded in 1986 to support the Mary Black Memorial Hospital. In 1996, the hospital was sold to Quorum Health Group, Inc. and the Mary Black Foundation legally separated its association with the hospital. The Foundation became independent, reconfigured its charitable mission to improve the health and wellness of the people and communities in Spartanburg County, and began its new work with over \$62 million in assets.

Twenty-two years later, the Mary Black Foundation has distributed more than \$54 million in grants and grown its assets to approximately \$80 million. The team of staff and board of trustees are constantly striving to use the Foundation's resources where they will have the greatest impact and positive outcomes.

2018 was an exciting year for the Foundation. In addition to providing \$3,281,077 in grants to over 62 nonprofit organizations, the Foundation provided capacity building training to nonprofits in diversity, equity, and inclusion, cultural competency, and systems level leadership; led the expansion of Triple P (the Positive Parenting Program) throughout Spartanburg County; engaged 9 municipalities plus the Spartanburg County government in the HealthyCommunity50 Challenge; collaborated with the Northside Development Group, Piedmont Community Action, Spartanburg County First Steps, Spartanburg County School District 7, and USC Upstate to build a model early learning center, The Franklin School; and received renewed federal funding for our teen pregnancy prevention efforts.

In 2018, the Foundation's staff and board spent time examining data that exposed significant disparities in health outcomes throughout Spartanburg County. As a result, the Foundation has committed to achieving health equity as outlined in the following statement approved by the board of trustees:

"The Mary Black Foundation believes that health and wellness are basic human rights. A health equity framework guides us in achieving our mission to invest in people and communities for improved health, wellness, and success in Spartanburg County. Health equity exists when all people have access to opportunities to thrive, both physically and mentally, and no one is limited in achieving health and wellness because of their race, ethnicity, nationality, gender, sexual orientation, age, income, or zip code.

Achieving health equity is a data-driven, reflective, and ongoing process that requires integrity, transparency, and accountability to understand the structures and systems that produce inequities. The Foundation will deepen our understanding of how community needs differ and then invest in community-specific resources. Residents of Spartanburg County deserve opportunities to participate, prosper, and achieve maximum health and wellness."

As we look to the future, we will continue to find ways to positively impact the community. 2019 is the last year of our current strategic plan so both the board of trustees and staff will spend time planning for our next phase of work. In the meantime, we invite you to read about our 2018 accomplishments and how we are working to create meaningful and lasting change to improve the health, wellness, and success for all people in Spartanburg County.

A. Tony Fisher, Board Chair & Molly Talbot-Metz, President/CEO



# OUR INITIATIVES

The Mary Black Foundation is not only a funder; we are often a partner, convener, facilitator, and leader. We are actively engaged in a wide variety of community partnerships outside of our traditional grantmaking.

The Foundation leads several initiatives – Connect, the Healthy Families Initiative, and the Spartanburg Healthy Schools Initiative – and we are involved in two national initiatives that are challenging Spartanburg to think differently about health.

# Connect

## (ADOLESCENT HEALTH INITIATIVE)

The Adolescent Health Initiative of the Mary Black Foundation, Connect, focuses in three areas: ensuring evidence-based interventions are replicated to scale in communities of greatest need; ensuring our community collaborates to maximize resources and efforts to improve adolescent health; and improving motivation and access to services.

Achieving health equity, eliminating disparities, and improving the health of adolescents is an overarching goal of Connect. Evidence-based programs and clinical services to prevent teen pregnancy through individual behavior change are important, but research is also shedding light on the role social determinants of health play in the overall distribution of disease and health, including teen pregnancy.

Connect's Community Advisory Board represents a broad sector of adolescent health, meets monthly to identify gaps in services based on data to support adolescent health, provides the community with concrete tools to support youth, and collaborates to promote overall adolescent health among those they serve. This component includes mobilizing necessary resources, disseminating information, generating support, and fostering cooperation across public and private sectors in the community. Several key highlights from the Community and Youth Advisory Boards' successes in 2018 include:

- Ensuring every student in Spartanburg County across all seven school districts has access to an evidence-based teen pregnancy prevention curriculum as part of their health and wellness standards in middle and high school.
- Increasing collaboration to define how we can improve the quality of and access to out of school time opportunities for all youth.
- Authentically connecting about 1,500 youth to youth-serving providers across Spartanburg County using the Connect referral system.
- Launching a certificate program in collaboration with USC Upstate Child Protection Training Center on the Fundamentals of Youth Serving Providers. This program ensures providers are meeting the developmental needs of our youth in a trauma-informed safe environment.
- Institutionalizing Teen Triple P Brief Primary Care within 16 organizations to ensure parents have the supports needed to raise a healthy teen.
- Sponsoring the USC Child Protection Training Center's Resiliency Summit.
- Collaborating with over 25 youth to create and manage multiple youth owned and operated public awareness strategies that have resulted in over 5,000 visitors to the Connect website, increased initiative recognition, and a day of youth advocacy called RiZe.
- Sponsoring computer labs at CC Woodson Community Center and Whitlock Flexible Learning to increase access for youth with lack of access to technology to the Connect website.
- Offering Girlology and Guyology to 50 care givers and their pre-teen.
- Sponsoring the Upstate Pride Festival and the first LGBTQI Youth Workshop.
- Providing 62 scholarships for positive youth development summer camps for vulnerable youth.



# 1,498

Youth referred to adolescent health services

# 25

Facilitators trained in evidence-based teen pregnancy prevention interventions

# 4,037

Youth received evidence-based interventions in schools and communities



# Healthy Families Initiative

In 2017, the Mary Black Foundation launched the Healthy Families Initiative (HFI). Focused on supporting parents in their effort to be their child's first and best teacher, the five-year Healthy Families Initiative allowed for the expansion of the evidence-based Triple P (Positive Parenting Program) across Spartanburg County.

This initiative, in partnership with the Hope Center for Children and the Children's Trust of South Carolina, has trained 36 practitioners in local organizations to implement Triple P interventions. The HFI has become a model for a statewide roll-out of community level Triple P services.

## Implementing Agencies 0-12 years old:

- Hope Center for Children
- Meeting Street Academy
- Middle Tyger Community Center/Spartanburg School District 5
- Spartanburg Interfaith Hospitality Network (SPIHN)
- Spartanburg Pediatric Health Center
- Spartanburg School District 2
- Spartanburg School District 3
- Upstate Family Resource Center
- Upstate Fatherhood Coalition

## Implementing Agencies 13-18 years old:

- Hope Center for Children
- Positive Thinking
- Spartanburg City Law Enforcement
- Spartanburg City Parks & Recreation
- Spartanburg County DSS
- Spartanburg County DJJ
- Spartanburg School District 1
- Spartanburg School District 6
- Spartanburg School District 7
- Spartanburg Interfaith Hospitality Network (SPIHN)
- Upstate Family Resource Center
- Whitlock Flexible Learning Center

An evaluation is being conducted by the University of South Carolina's Core for Applied Research & Evaluation to demonstrate the impact of the initiative. In 2018, they reported the following successes:

**856**

Parents and guardians served

**100+**

Seminars & discussion groups delivered

**108**

Latinx parents participated in a parenting seminar or discussion group

**"It feels good to know there are other parents dealing with the same issues, and everyone is non-judgmental."**

- SPARTANBURG PARENT

# Healthy Schools Initiative

In 2016, the Mary Black Foundation launched the Spartanburg Healthy Schools Initiative (SHSI). The four-year initiative reached its halfway mark in 2018. The nine participating schools made great strides toward their goal of creating environments that support greater opportunities for physical activity and healthier eating.

The schools follow the national, evidence-based Alliance for a Healthier Generation (AHG) framework, with a focus on policy, systems, and environmental changes. With technical assistance support from the South Carolina AHG Program Manager and Partners for Active Living, each school's wellness committee led efforts for exciting achievements.

An evaluation team with representatives from the University of South Carolina's Arnold School of Public Health and Furman University continues to collect and analyze data to measure the impact of the initiative. In 2018, they reported the following successes:

## Policy Changes

- Nine schools that allow drinking water in classrooms
- Seven schools that prohibit withholding physical activity as punishment
- Four schools that prohibit using food as a reward
- Two schools that removed sugar sweetened beverages from vending machines

## Environmental Changes

- One completely new playground
- One walking trail completed; two approved and pending construction
- Three staff fitness rooms installed and one more approved
- Twelve new or upgraded drinking water access points

## Systems Changes

- Four schools implemented physical activity classroom programs
- Four schools expanded before and after school physical activity opportunities
- All schools promote drinking water
- All schools market healthy choices in the cafeteria



### Arcadia Elementary School

District 6

### Boiling Springs Intermediate School

District 2

### Campobello Gramling School

District 1

### Clifdale Elementary School

District 3

### Lone Oak Elementary School

District 6

### Oakland Elementary School

District 2

### O.P. Earle Elementary School

District 1

### R.P. Dawkins Middle School

District 6

### Woodland Heights Elementary School

District 6

# HealthyCommunity50

(NATIONAL CHALLENGE)

2018 was the final year of HealthyCommunity50, a two-year challenge among 50 communities across the country, sponsored by the Aetna Foundation, the American Public Health Association, and the National Association of Counties.

The challenge was intended to reward communities that spurred the most improvement in community health over the two years with a \$500,000 grand prize. While disappointed that Spartanburg wasn't selected as a prize winner, we are proud of how Spartanburg rallied together to improve health through physical activity. Some of the highlights of the challenge include:

## Walk with Your Elected Official

Over the two-year challenge, mayors, city council members, county council members, and other elected officials hosted walks in nine communities: Boiling Springs, City of Spartanburg, Cowpens, Greer, Inman, Landrum, Lyman, Pacolet, and Woodruff. In 2018, we engaged co-hosts representing law enforcement, healthcare, education, and the faith community to reach more people. Over 678 people walked with us.

## Physical Activity Challenges

The municipal and county governments created teams of employees and elected officials who competed against each other for the highest number of steps. In 2018, we expanded to include teams from local businesses, non-profit organizations, and funders to compete against the municipalities. Team captains coordinated early morning and afternoon walks, texted encouragement, and celebrated individual and team successes. The 34 teams took more than 35,320,427 steps.

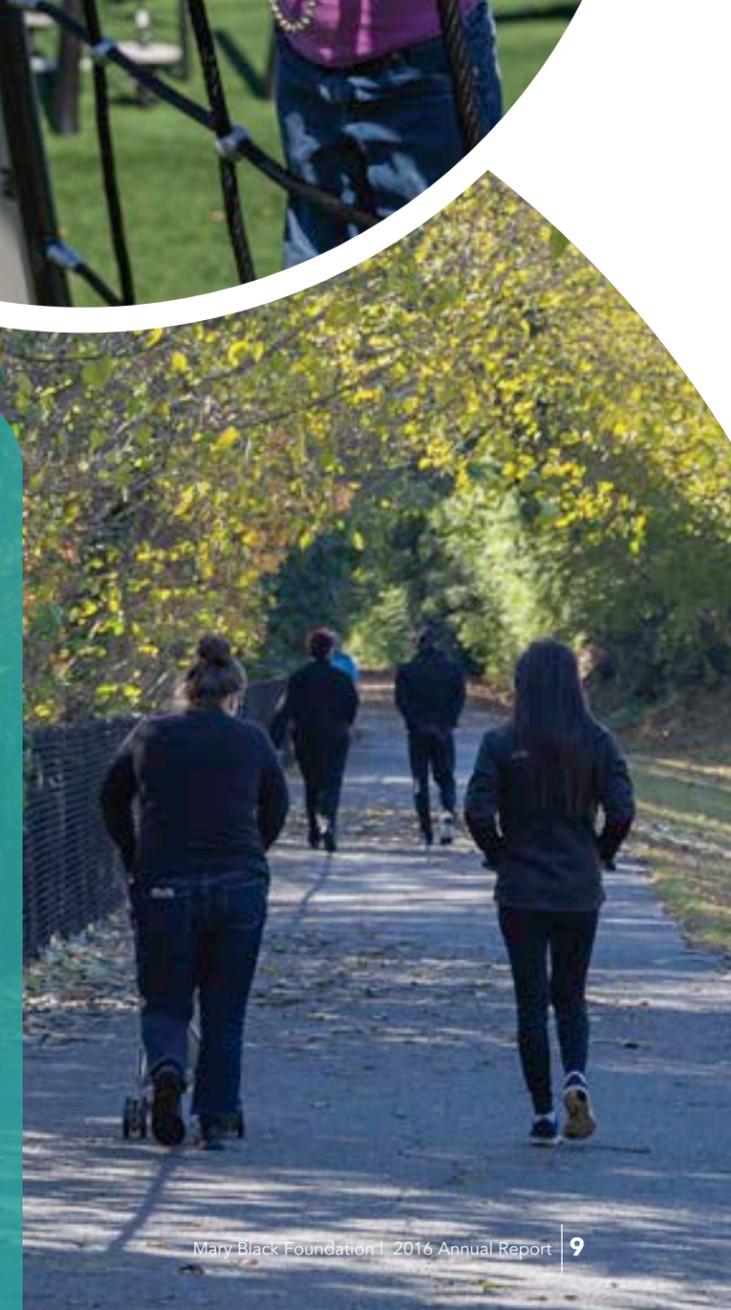
## Working Well

The Foundation partnered with the SC Hospital Association to bring its worksite wellness program to the municipal and county governments. Working Well supports employers in creating healthier worksites through a focus on policy, systems, and environmental change. The City of Spartanburg, Greer, Spartanburg County, and Woodruff participated in Working Well and were challenged to improve policies and practices to promote physical activity. In 2018, Spartanburg County achieved the highest level, Platinum, in the Physical Activity domain.



"The HC50 Challenge was a great opportunity for Spartanburg County to come together as one team, promoting a common goal of a healthy community. The side benefit was it got all of us moving in one direction of individual health, which benefited not only ourselves, our families, our county but also the whole community at large. [These challenges] sparked my competitive drive and we had several teams at Tindall that loved it as well. We need to do this across Spartanburg County and let's get everybody moving for their health."

- COUNCILMAN DAVID BRITT



# Way to Wellville

(NATIONAL CHALLENGE)

Spartanburg is one of five communities to participate in the Way to Wellville, a ten-year national challenge designed to demonstrate the value of investing in health. Alongside the City of Spartanburg, Spartanburg Regional Healthcare System, and the University of South Carolina Upstate, the Foundation is seeking to leverage our involvement in Wellville to develop innovative solutions that amplify and accelerate community health.



2018 marked a year of reflection for the Way to Wellville, nationally and locally, as we examined what we have achieved in the first four years and where we should focus for greatest impact moving forward. While planning for the future, we remain committed to several projects:

## Hello Family

A model continuum of services for families with young children that would improve birth outcomes, reduce incidents of child abuse and neglect, and improve kindergarten readiness. The model has been developed, including a strong evaluation component, and we are working with the City of Spartanburg and Institute for Child Success to secure funding for implementation in 2019.

## Neighborhood Engagement

As we seek to involve more people in efforts to improve community health, we have been intentional about hearing from neighborhood residents about the challenges they face and their ideas for how to address those challenges. After conducting a listening campaign in seven neighborhoods within the City of Spartanburg, we offered \$5,000 neighborhood grants to implement some of the ideas that surfaced. Healthy neighborhood get-togethers and volunteer kudzu clean up days were some of the funded projects.

## Wellville Exchange

An initiative to bring health and well-being services to small employers in Spartanburg has gained significant traction in 2018. With funding from the Robert Wood Johnson Foundation, through the Georgia Health Policy Center, we have partnered with the Spartanburg Area Chamber of Commerce to listen to small employers and engage them in the development of a solution to the health and well-being needs of their employees. A pilot of the Wellville Exchange will launch in 2019.





# GRANTS PAID

In 2018, the Foundation paid over \$3.25 million in grants to improve the health, wellness, and success of the people and communities in Spartanburg County.

**\$247,150**

Awarded through Community Health Fund

**\$2,117,627**

Awarded through Early Childhood Development

**\$866,800**

Awarded through Healthy Eating & Active Living

Additionally, our grantees report that the Foundation's grant funds enabled them to leverage an additional \$1.9 million for projects in Spartanburg County.

# Early Childhood Development

BirthMatters	<b>\$116,500</b>	To support a home visitation program using community-based doula support for vulnerable, expectant mothers, and their families.
Chapman Cultural Center	<b>\$60,000</b>	For the second year of a three-year grant to develop and implement a professional development program for early childhood providers to integrate creativity and the arts in their classrooms.
Children's Museum of the Upstate Inc.	<b>\$62,000</b>	For the final year of a two-year grant to fund programming and instructional signage at the downtown Spartanburg location.
	<b>\$25,000</b>	To support the Palmetto Basics Communication Campaign.
Children's Trust of South Carolina	<b>\$18,325</b>	To support training and implementation for Triple P expansion throughout Spartanburg County.
Community Support for Young Parents	<b>\$234,811</b>	To the following organizations to provide education, case management, and home visits to expectant and parenting teens in an effort to increase educational attainment, healthy birth outcomes, immunization compliance, and positive parenting skills and to decrease repeat teen pregnancies. (Funding made possible through the US Health and Human Services, Office of Adolescent Health, Pregnancy Assistance Fund.)  <b>\$179,569</b> - Middle Tyger Community Center <b>\$12,000</b> - Spartanburg County School District One <b>\$4,500</b> - Spartanburg County School District Three <b>\$6,483</b> - Spartanburg County School District Six <b>\$18,250</b> - Spartanburg County School District Seven <b>\$14,009</b> - Upstate Family Resource Center



## CONNECT

**\$550,646**

To the following organizations to implement evidence-based interventions and positive youth development programming with youth throughout Spartanburg County. (Funding made possible through the US Health and Human Services, Office of Adolescent Health, Tier 1 B.)

- \$136,640** - BirthMatters
- \$5,000** - Bloom Upstate
- \$154,242** - City of Spartanburg
- \$10,000** - New Image Through the Word Christian Ministries
- \$53,439** - Spartanburg County School District One
- \$85,500** - Spartanburg County School District Six
- \$105,825** - Spartanburg County School District Seven

## Healthy Families Initiative

**\$45,000**

To the following nine organizations (\$5,000 per organization) for the second year of a five-year grant to implement evidence-based parent education, the Positive Parenting Program (Triple P):

- Hope Center for Children
- Meeting Street Academy
- Middle Tyger Community Center
- Spartanburg Interfaith Hospitality Network
- Spartanburg County School District 2
- Spartanburg County School District 3
- Spartanburg Pediatric Health Center
- Upstate Family Resource Center
- Upstate Fatherhood Coalition

## Hope Center for Children

**\$102,000**

To coordinate the Healthy Families Initiative, a five-year initiative to increase implementation of evidence-based parent education through the Positive Parenting Program (Triple P).

**\$77,000**

For the second year of a three-year grant to support the implementation of Triple P, an evidence-based parenting curriculum, as part of Hope Center's Family Strengthening Program.

## Impact America

**\$28,125**

For the second year of a three-year grant to provide high quality vision screening to preschool children living in households with low-incomes.

Cont. on next page...

## Early Childhood Development cont.

Institute for Child Success	<b>\$142,500</b>	To support core operating expenses leading to systems-level change and policies to improve early childhood development.
Meeting Street Academy	<b>\$2,100</b>	To purchase equipment to provide hearing screenings for three and four-year olds in Spartanburg County School District 7.
Middle Tyger Community Center	<b>\$175,000</b>	For the second year of a three-year grant to provide general operating support for its work in the areas of teen pregnancy prevention and early childhood development.
Reach Out and Read – South Carolina	<b>\$39,900</b>	For the first year of a two-year grant to support the expansion of the Reach Out and Reach - Spartanburg County initiative to include the early literacy program in the offices of additional local primary care physicians.
South Carolina Aquarium	<b>\$8,400</b>	To bring the Rovers Education Outreach Program for Early Learners to preschool programs in Spartanburg County.
Spartanburg County First Steps	<b>\$124,500</b>	To support the implementation of Quality Counts, a continuous Quality Improvement Initiative for childcare programs.
The Spartanburg County Foundation/Northside Neighborhood Fund	<b>\$200,000</b>	For the fourth year of a five-year grant to establish The Franklin School, a child development center in the Northside.
Upstate Family Resource Center	<b>\$31,000</b>	For the final year of a two-year grant to form a partnership with PASOs, a statewide nonprofit organization, to enhance services for Latinx children and families throughout Spartanburg County.
	<b>\$74,820</b>	For the first year of a two-year grant to build the local capacity of PASOs, a program that connects Latinx families with health, nutrition, parenting, and education services. The grant will also help other organizations in the community become more culturally competent and effective in serving Latinx families.



## Healthy Eating & Active Living

Alliance for a Healthier Generation	<b>\$16,000</b>	For technical assistance support to the nine schools participating in the Spartanburg Healthy Schools Initiative.
City of Inman	<b>\$63,000</b>	To install outdoor exercise equipment as part of the city's Leroy C. Mathis Park renovations project.
Girls on the Run Spartanburg	<b>\$20,000</b>	For the first year of a three-year grant to enable girls to have access to quality after-school youth development programming.
Healthy Schools Initiative	<b>\$351,000</b>	To the following nine schools (\$39,000 per school) for the third year of a four-year grant to participate in the Healthy Schools Initiative: <ul style="list-style-type: none"> <li>• Arcadia Elementary School</li> <li>• Boiling Springs Intermediate School</li> <li>• Campobello Gramling School</li> <li>• Clifdale Elementary School</li> <li>• Lone Oak Elementary School</li> <li>• Oakland Elementary School</li> <li>• O.P. Earle Elementary School</li> <li>• R.P. Dawkins Middle School</li> <li>• Woodland Heights Elementary School</li> </ul>
Hub City Farmers' Market	<b>\$92,100</b>	To support efforts to access affordable healthy foods through a local market, mobile market, and SNAP outreach.
Northside Development Group	<b>\$1,350</b>	To support scholarships for the Butterfly Foundation's Monarch Jr's kids cooking class.
Partners for Active Living	<b>\$157,250</b>	To support efforts to decrease childhood obesity, increase access to trails and parks, and ensure safe access to walking and biking for everyone.
	<b>\$32,500</b>	To provide technical assistance and evaluation for the Healthy Schools Initiative.
	<b>\$2,500</b>	For Bikes for Tykes, an effort to provide bikes to students at Meeting Street Academy.
Spartanburg Methodist College	<b>\$8,600</b>	To support the Get Fit, Be Active Pilot Project, that will provide opportunities for physical activity for students on campus.

Spartanburg Urban Mission CDC	<b>\$15,000</b>	To pilot the FoodShare SC program in Spartanburg County.
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Town of Lyman	<b>\$100,000</b>	To build an all-inclusive playground accessible to children with and without disabilities.
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## Sponsorships

Community Events	<b>\$14,500</b>	To the following organizations to sponsor community events: <ul style="list-style-type: none"> <li><b>\$500</b> - Angels Charge Ministry/Community Forum on Recidivism in Spartanburg on October 12, 2018</li> <li><b>\$500</b> - City of Spartanburg/Walk and Roll Event in Spartanburg on October 4, 2018</li> <li><b>\$1,000</b> - Council on Foundations/2018 Inclusive Economic Development in Spartanburg on May 23-24, 2018</li> <li><b>\$1,500</b> - South Carolina Eat Smart Move More Coalition/Leadership Summit for Healthy Communities in Spartanburg on October 29 - 30, 2018</li> <li><b>\$500</b> - Spartanburg County School District One/5th Annual "Color Us One: Fun Run" in Inman on May 19, 2018</li> <li><b>\$5,000</b> - University of South Carolina Upstate Foundation/2018 Brighter Future Conference in Spartanburg on March 16, 2018</li> <li><b>\$5,000</b> - University of California - San Diego/2019 Active Living Conference in Charleston, SC on February 17-20, 2019</li> <li><b>\$500</b> - Wofford College/2019 SC Ethics Bowl in Spartanburg on January 26, 2019</li> </ul>
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## Community Health Fund

Adult Learning Center	<b>\$30,000</b>	To support basic literacy, English for Speakers of Other Languages, Pre-GED and GED classes, pre-employment training, and scholarships for residents of Spartanburg County.
Angels Charge Ministry	<b>\$7,500</b>	To increase organizational capacity by hiring a Case Manager.
Bethlehem Center	<b>\$10,000</b>	To support the Innovation Lab and financial literacy programs.
Big Brothers Big Sisters of the Upstate	<b>\$10,000</b>	To support a coordinator to manage volunteer for the Bigs in Blue and First Responders Mentoring Program.
Children's Cancer Partners of the Carolinas	<b>\$15,000</b>	To connect families of children with cancer with essential services, such as travel, lodging, nutrition, medication, and emotional support.
Healthy Smiles of Spartanburg	<b>\$30,000</b>	To provide access to free and restorative dental care to low-income children.
Rockefeller Philanthropy Advisors	<b>\$7,500</b>	To match a \$7,500 grant from The Spartanburg County Foundation to allow Upstate Family Resource Center to participate in The Fund for Shared Insight's Listen for Good Initiative.
Spartanburg Alliance for the Mentally Ill	<b>\$10,000</b>	To increase organizational capacity through volunteer recruitment and services in Spartanburg.
Spartanburg County School District Three	<b>\$40,000</b>	To assist with startup costs and training associated with joining the national AVID program.
Spartanburg Lions Foundation	<b>\$7,150</b>	To purchase a camera and printer to provide free vision screening to school-age children in Spartanburg County.
Spartanburg Regional Foundation	<b>\$30,000</b>	For the Spartanburg Council on Aging Partnership to build the capacity of the partnership by hiring a director to lead the collaborative and create a long-range sustainable plan for coordination of senior services in Spartanburg County.
University of South Carolina Upstate Foundation	<b>\$35,000</b>	For the Child Protection Training Center to fund the salary of a full-time Training Coordinator at the Center.

Upstate Warrior Solution **\$25,000**

To support two positions, a part-time fellow to identify and engage veterans and a full-time case and outreach coordinator to educate and engage law enforcement, and others who encounter veterans who are at-risk or already justice-involved.

YMCA of Greater Spartanburg **\$10,000**

To support the construction of the Youth Development Pavilion in memory of Rob Chapman.

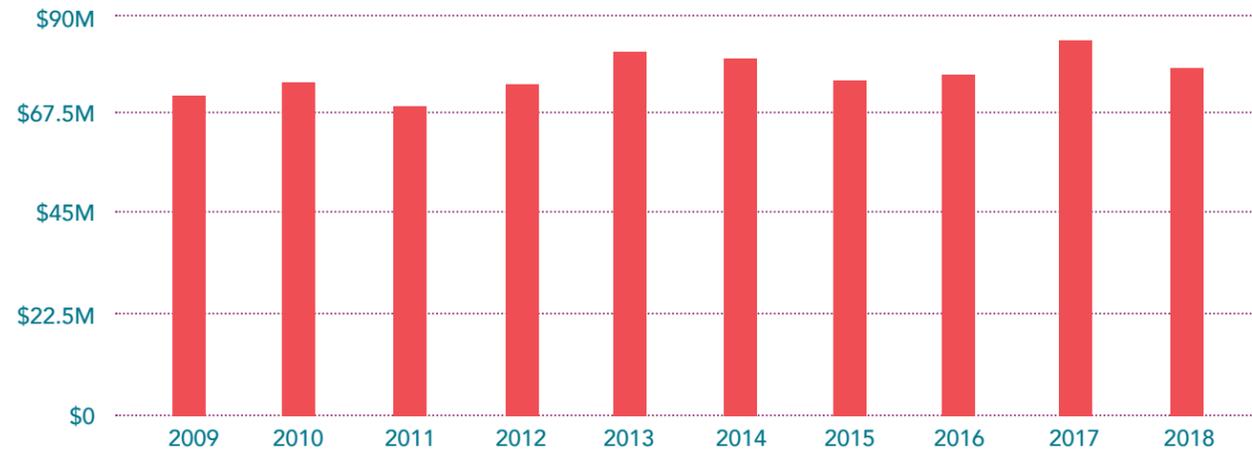




# 2018 FINANCIALS

Since its reconfiguration in 1996, total assets of the Mary Black Foundation have grown from approximately \$62 million to over \$79 million. Also, during this time, over \$54 million has been distributed directly to benefit Spartanburg County.

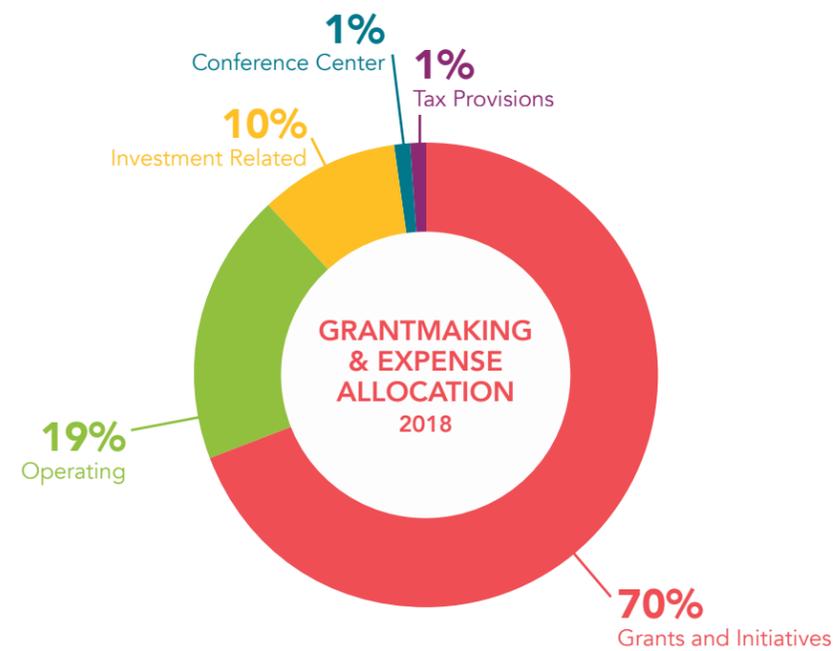
# Total Assets



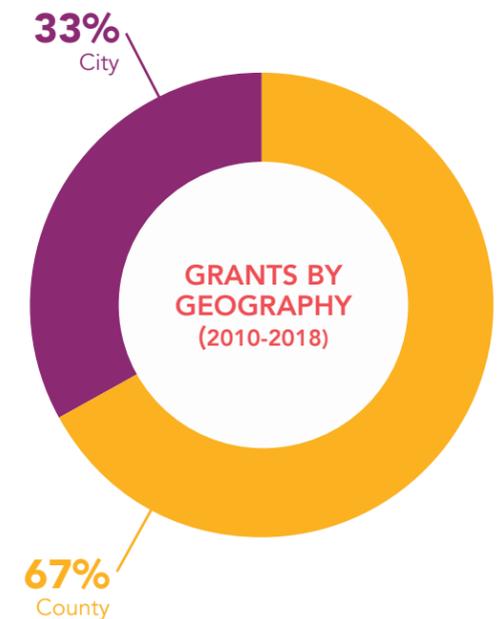
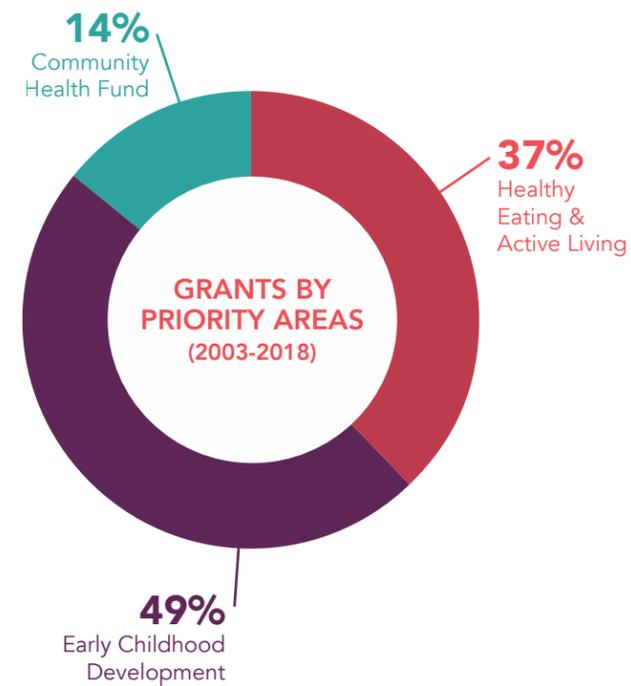
# Investment Returns



# Expense Allocation



# Grants Over Time



The above information was compiled internally and represents preliminary numbers. These may differ from final audited financial statements for 2018. For a more detailed review of our financial information, please visit our website at [www.maryblackfoundation.org](http://www.maryblackfoundation.org).

# Staff

*(Back Row, left to right)*

**Polly Edwards-Padgett**  
Director, Adolescent Health Project

**Linda Smith**  
Executive Assistant

**Molly Talbot-Metz**  
President & CEO

**Denny Boll**  
Accounting Assistant

**Kimberly Stravolo**  
Vice President & CFO

**Ureka Wright**  
Administrative Assistant

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Grants Manager

**Keisha Gray**  
Program Director, Early Childhood Development

**Natalia Swanson**  
Program Director, Healthy Eating | Active Living

**Haley Denny**  
Manager, Communications and Organizational Learning



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