

*We Make*  
**POTENTIAL**  
*Possible*



2021 Annual Report



CCS Foundation



**W**hen the Foundation started, our mission was to “discover, develop and manage alternative sources of income in perpetuity for student support and program development.”

In short, we were created to financially support the students and programs of the Community Colleges of Spokane, yesterday, today, and into the future.

The language of our mission has changed, but our promise hasn't. At the CCS Foundation, donors have been making potential possible for nearly 50 years!

We have some exciting plans to celebrate our 50th on October 22, 2022. Stay tuned for those plans by signing up for our e-news.

Already signed up? Confirm your email address with us so you get the latest anniversary updates and student stories over the next year.

Visit our homepage and sign up at the bottom: [ccsfoundation.org](https://ccsfoundation.org).

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## Our Three Pillars

# Promise, Heart, Essence

It's been a time of change for all of us. I can't remember how many letters I've started to our community with that message at the front: our team has handled changes, our community has weathered changes, our world has faced changes. In my nearly five years here, so much is different. But what has kept me grounded is our work.

It was looking for that solid ground, holding on to who we inherently are, that led our team to examine our mission. The words have changed with each new team, but our work hasn't changed in nearly 50 years. Could we find language that would stand the test of time? Could we get to the core of our work? Was there a way to take out all of the academic language, all of the pomp and circumstance, and say simply who we are, who we've been, who we'll always be?

From across our community – staff, donors, community partners and local leaders – we sat down and asked the good questions. More than what we do and how we do it, why do we do this work every day?

Because of students. Each one is filled with passion and vision. Even when they don't sense it yet, they're building brand new lives for themselves and their families. The road may be unsteady at times; there will be hurdles and roadblocks. But when they persevere, they accomplish amazing things.

Donors, community partners, and staff can help with those hurdles and roadblocks so that our students can make their way forward. No matter what those hurdles look like – and as we know, they're always changing – we support students. For nearly 50 years, the Community Colleges of Spokane Foundation community has been making potential possible. And that's something we can all hold on to.

This year, our report is all about the work we did to name that promise, discover our values, and put words to the essence of our work. Our mission, values, and scholarship philosophy are our three pillars, and we're excited to share them with you. As you read, we hope you'll reconnect with why you have always felt inspired to support CCS students and programs.

Thank you for making potential possible,



Heather Beebe-Stevens  
*Executive Director*

What is our  
promise?



**WE MAKE  
POTENTIAL  
POSSIBLE**



## Our Three Pillars

# Reimagining the Mission

What is our promise?

Not “what does the Foundation do?”

Not “how does the Foundation do it?”

More than that, what promise does the CCS Foundation keep to donors and students?

This promise needed to capture our work across 50 years. But more than that, it needed to serve as our focus for the next 50. When we defined our projects and budget for the next year, what promise would we keep?

We promise to support students. That’s what we do, it’s what we’ll always do. But this answer was too vague.

To name our promise and answer these important questions, the Board put together a Mission and Values Committee - a group of donors, community leaders, and staff. Our committee started by looking at the specifics of our work.

We work within our communities to meet students where they are and help them get where they dream of going. The CCS Foundation team has worked very hard, especially in the last few years, to build relationships across the colleges so that when students have questions, we can be an advocate for every opportunity at CCS. And in the same vein, when CCS wants to offer a new opportunity to students, we are a resource in making that happen. Running Start for Careers scholarships (see page 16) are an example of that work.

We also work with the most amazing donors who have all seen the positive impact of community college graduates and programs. They’re dedicated and responsive with their support. It’s important as an organization working with students who are sometimes only studying for a quarter that we be quick in meeting the most urgent needs. Our donors are focused on that work, providing immediate funding for child care, laptops, and WiFi hotspots during the pandemic, for example.

In turn, our partners know that our students live here, go to school here, and will ultimately work here. By investing in our students, we will see growth in individuals, families, and the local workforce and economy.

The Mission and Values Committee’s work was to capture all of that connection and opportunity, and they landed on the word potential. Across our community, but especially for CCS students, the CCS Foundation promises to always create opportunities and connections that support potential. Everyone who participates in the work of the Foundation makes potential possible.

*This story is continued on page 6*



 **The CCS Foundation**  
*promises to always create opportunities and connections that support potential.*




*Meet Sofia!*

# Starting an Adventure

Students received **477**  
emergency awards between  
July 2020 - June 2021

When our team  
thinks of staying  
focused even in  
the midst of  
chaos, we think  
of *Sofia Cordero*.



**S**ofia moved to the United States ten days before Washington State started to close due to the pandemic. Talk about a big first hurdle. She was faced with the choice: stay and focus on school or move back to Columbia. She decided to stay, figuring it out as she went.

“I didn’t even have a computer. I thought, ‘I’ll get a computer when I need it,’” Sofia said. When all of her courses went online suddenly, it turned out she needed one ASAP.

A virtual learning environment wasn’t exactly what Sofia had in mind when she decided to move the roughly 4,000 miles to attend college at Spokane Falls Community College’s Pullman center. She’d picked SFCC – Pullman for a few reasons: she wanted to study English, she wanted to experience a small town with a college vibe, and she wanted to start at a community college to save money while immersing herself in the college experience. Suddenly, she was looking at being isolated from that college experience.

“It was hard in the beginning,” Sofia said. “But I got used to it.”

What was really hard was being away from her family. “The Colombian economy has struggled since COVID-19, and my family had a hard time stretching things to help me.”

To make sure she could stay in school, Sofia got a part-time job working on a dairy farm.

“I took the first thing I could find, even though I didn’t have any experience with animals,” Sofia explained.

Talk about making things work! Suddenly she was either working from 7:00 p.m. to 3:00 a.m., or she’d start her shift at 3:00 a.m. The work was hard and it created more isolation for Sofia. She was either studying or working, and she had no time to do anything social, even virtually.

That’s when the Foundation stepped in to help. Sofia received a scholarship, and some of the pressure came off of her shoulders.

“You don’t know, as an international student, what’s happening in your country or if your parents can help you. It’s not a definite that you’ll be able to stay,” Sofia explained. “So when I got financial help, it was a way to reassure myself that I didn’t have to worry so much about tomorrow and next month. It gave me a lot of peace.”

Now, it’s all about balancing her classes, work, and extracurriculars. Sofia will graduate from SFCC with her associate’s this spring. She’s currently working on her transfer requirements to attend Washington State University for neurological sciences.

“I think the human brain is just amazing!”

She hopes to go into research someday, working in a health department or hospital. She’s interested in working with kids and loves to teach, so she hopes she can connect all of her interests.

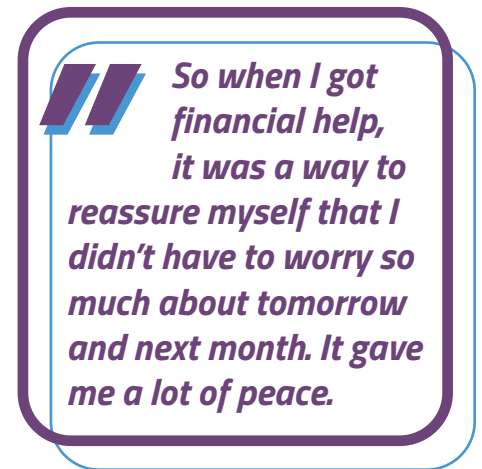
Finally getting to have the college experience she’d been interested in has been tricky, but great.

“I focus on my priorities. I need to work to afford to study, but studying is why I’m here! So I study the majority of the time, work if I can, and do extracurriculars on the side.”

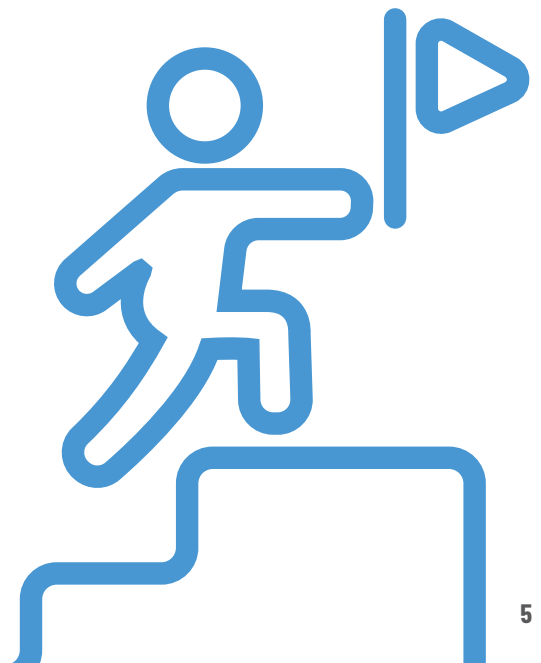
Sofia is involved in student government at Pullman Campus, and it’s been so rewarding. She loves engaging with students and being able to support her peers. She especially loves sharing her culture and learning about other students’ cultures. It was one of the things her parents were excited about for her to attend school at SFCC. Soon, she’ll be the first in her family to graduate from college and she’ll start her adventure at WSU.

One thing we can be sure of: no matter what tries to get in her way, Sofia will accomplish her goals.

“Eventually I’ll get to live my dream and help others in my career.”



**So when I got financial help, it was a way to reassure myself that I didn’t have to worry so much about tomorrow and next month. It gave me a lot of peace.**





*Our Three Pillars*

# Discovering Our Values

The CCS Foundation community is not made up of passive participants. From donors to volunteers to partners, each member of our community is *invested* and *passionate*.

*Our community asked our team:*

What do you think about when you fundraise for scholarships?

When two projects come across your desks, how do you choose which one to do first?

Especially in a year when there were more fires to put out than arguably any other, what keeps you focused on the work?

## In short, what inspires your work?

**W**e all had the same one-word answer, the same one anyone in our community would say: students. But while students will always be our focus, we also wanted to be able to say what our values are. We wanted to be able to capture the heart of our work.

The Mission and Values Committee met to discuss these questions. After eight hours on Zoom (you read that right!) of examining our own values and the values we see in our work, our committee landed on five, interlocking values for the CCS Foundation.

The stories that were shared were incredible and lovely, meaningful and special. You can see it in the values, and we know you'll be able to see your own story and heart in each.





## Inherent Potential

First and foremost, we believe in the inherent worth and potential of all people – even those who do not yet fully believe in themselves.

## Self-realization

We believe everyone deserves an education. When students are ready to take a chance, they will find the encouragement, support, and means to discover, nurture, and realize their full potential.



## Equity and Access

While all people have equal worth, not all have ample access to the resources they need to reach their potential. We are committed to providing the personalized support our students need to pursue their goals and aspirations.



## Perseverance

We believe in the power of education. When we encounter an obstacle or barrier to a student's success, we assemble a team to overcome it. We are dedicated and don't give up.



## Building Community

When we invest in students, they transform and are able to provide meaningful contributions to their communities. In turn, vibrant communities are able to invest in more students.



*This story is continued on page 10*

*Meet Christina!*



Heart of the  
Community





When the Foundation put words to our fifth value, Building Community, we were trying to capture the connection between our students and their communities, as well as our local economy. When donors invest in our students, those same students go on to support and invest in their families, local communities, and district.

Those words, Building Community, take on new meaning when you hear Christina Hardwick's story.

Christina's expertise is in language revitalization. She's an educator at the 3rd-5th grade level with the Salish School of Spokane. The Salish School of Spokane's work is in revitalizing the Colville - Okanogan dialect of the Salish language so that the language is not lost. The school creates an immersive education program - from early childhood education to high school - where students study, read, write, and speak in their language. Christina, for example, teaches her 4th grade math group in Salish, only using English if something needs to be additionally explained. Her students read English books, but they'll discuss what they read in Salish, and they'll write responses in both languages.

"This is my dream career," Christina said.

Christina started her early childhood education program at Spokane Falls Community College as part of her professional development goals with the Salish School of Spokane.

Donors raised over **\$10,000** in child care funds for students in one day on Giving Tuesday 2020

"I was doing one class at a time while I worked, but I enjoyed it. So then I started taking two to three at a time, all while working full-time."

She liked that she could attend classes online, so that she could balance her other responsibilities, and that the campus was local when she needed to be there. Plus, there were great scholarship programs available. Her last scholarship award even paid for her entire last class and textbook.

"It was peace of mind, because I didn't have to worry about anything," Christina said. "Donors don't really see how much they help out, but there are people who are really appreciative and grateful. I think they'd be proud to see me graduate with honors."

Christina finished her program at the end of 2021, but she hopes to continue her education at Eastern Washington University next year. She even inspired her family through her education. Christina is a mom of two, and her son has said in the past that he wasn't really sure he'd go to college. Now, seeing Christina's hard work, he's changing his mind.

"Being a role model for my kids is the most rewarding thing," she said.

She's also excited to dive into her work at the Salish School thanks to her degree.

**Donors don't really see how much they help out, but there are people who are really appreciative and grateful.**

"You can't save a language without teaching it."

The work requires a lot of time management. In her work at the Salish School, she also has to be in class herself for set periods of time. While studying the Colville - Okanogan language, there are six-plus language levels in which to become proficient. Christina is now working in the seventh level where she listens to and translates the stories of tribal elders. She creates children's books for the school, where she translates the stories into English and formats the works into books for the classroom. And she is developing some grammar curriculum, focusing on transitive and intransitive verbs.

"I'm also working on curriculum for our top level of language learners. I've listened to some elders in Canada telling stories, and I typed the stories out in Salish, then translated them to English."

While she's teaching full-time and working through these projects, Christina also does other language revitalization work. She's currently developing some curriculum work for the Kalispel Tribe's language department. When she was living in Usk, WA, she was learning the language and studied all the language levels available.

Christina's work more than captures what it means to build community; her work is revitalizing community. It's important and captures the bigger picture of what our students accomplish through their own dedication and talents.

# What is a scholarship philosophy?

**A**s an organization that connects donors and students, we wanted to capture the intent behind our fundraising and ensure that the essence of our work - our scholarship philosophy - is clear.

Scholarship philosophies are a new concept for higher education foundations. In fact, we're one of the first to create one. But we knew that our work defining our mission and values wouldn't be complete without this final piece.

Our Mission and Values Committee got to work for the last time to capture what is truly the essence of our work: fundraising for CCS students. Matching our values, we do not view giving as an act of charity. Donations, instead, create access to every student's right to a transformative education.

*We see fundraising as a way to create equity, fairness, and opportunity in our community. We don't consider giving as an act of charity, but rather as a means for access. We start by discovering what barriers exist to our students' education, and then we partner with donors to direct funds to meet the greatest needs.*

The Mission and Value Committee worked over the winter to create these three pillars of the CCS Foundation: **our promise, our heart, and the essence of our work**. We're excited to use them as we plan for our 50th anniversary next fall and the 50 years of impact to come.

We awarded over  
**\$300,000** in student  
scholarships in 2020-2021



***A scholarship helps students to pursue their education at a time when college is very, very expensive.***

***Everyone who is at CCS really wants to be there, and I really appreciate how there are scholarships that support that.***

***- Abigail Sund***





## Meet Abigail!

# A Clear Destination

There are some people who just know who they are. They have a kind of charisma and focus when they tell their stories, where each step connects with the one in front and you can see the destination on the horizon clearly. That kind of focus and self-awareness is synonymous with Abigail Sund.

Abigail has known she wanted to be a nurse since she was 14. And she's taken all the steps to achieve this goal.

First, she started Running Start at Spokane Community College, going to a public school for the first time in her life, having been homeschooled until then.

"The more I was at SCC, the more I loved it," Abigail said.

That's where she learned about SCC's nursing program. She had an acquaintance in the program who highly recommended it, and her academic counselor helped her learn more details. In the end, it was a seamless transition.

Fall of 2021 was Abigail's first quarter in the nursing program, and it was definitely an adjustment. "There were a lot of firsts," she said, including her first clinical and lab simulation.

The program is very specialized; also it is highly focused and set up so each piece fits into each other.

"Everything is interconnected. The classes lead into each other, so you're really studying the program as a whole," Abigail explained. Each quarter covers a general topic, and each class within that quarter studies a specific aspect of that topic.

Students received  
**173** scholarships  
in 2020 - 2021

She's enjoying the work, and when things get hard, she looks to her cohort and her future career to stay motivated.

"I love how tight-knit the program is," Abigail said. She even has a peer mentor who gives her advice.

She's also looking forward to being the kind of nurse that inspired her to pursue this career in the first place.

"I love the stories of nurses who stick with people, who are very caring with patients. Wanting to be that kind of nurse is the biggest motivator to me."

Abigail hopes to be a competent and confident nurse working in the neonatal intensive care unit or in labor and delivery. She wants something fast-paced, where she can work with her hands. That's how she knew nursing was the right choice for her.

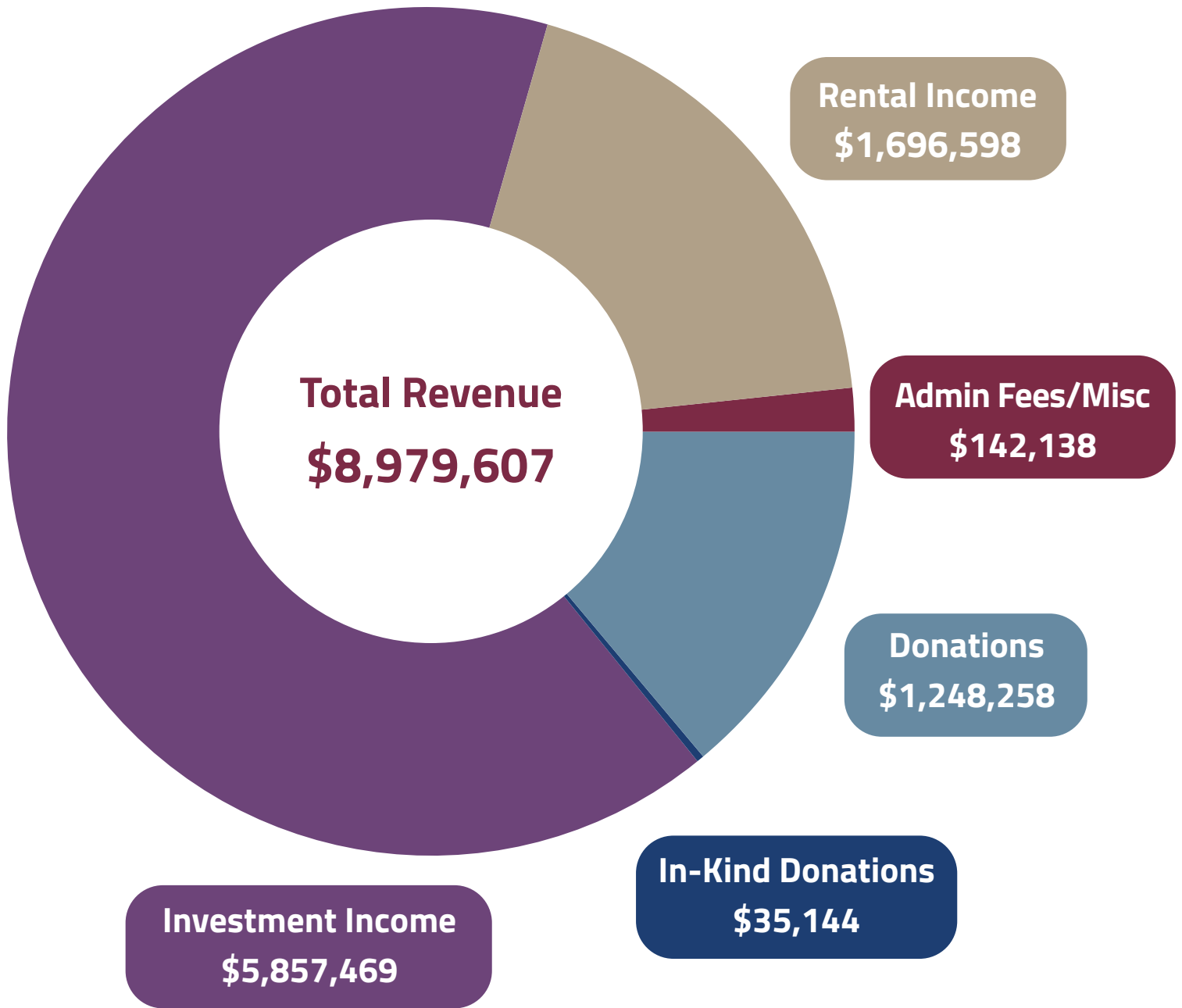
That self-awareness is also how she ended up working as a nursing assistant while in school. But as much as she loved her job, the workload was getting hard on top of her new studies. The scholarship she received from Foundation donors gave her the opportunity to stop working and focus on nursing school as much as possible.

"A scholarship helps students to pursue their education at a time when college is very, very expensive. Everyone who is at CCS really wants to be there, and I really appreciate how there are scholarships that support that."

After 18 short months of focused study (without a summer break), Abigail will graduate from the nursing program and be at work taking care of patients in our local community, fulfilling her dream. And for someone with such clear focus and drive, she's sure to excel at it.



# REVENUE



**INVESTMENT INCOME:** income from investments

**RENTAL INCOME:** income received from tenants at Foundation-owned buildings

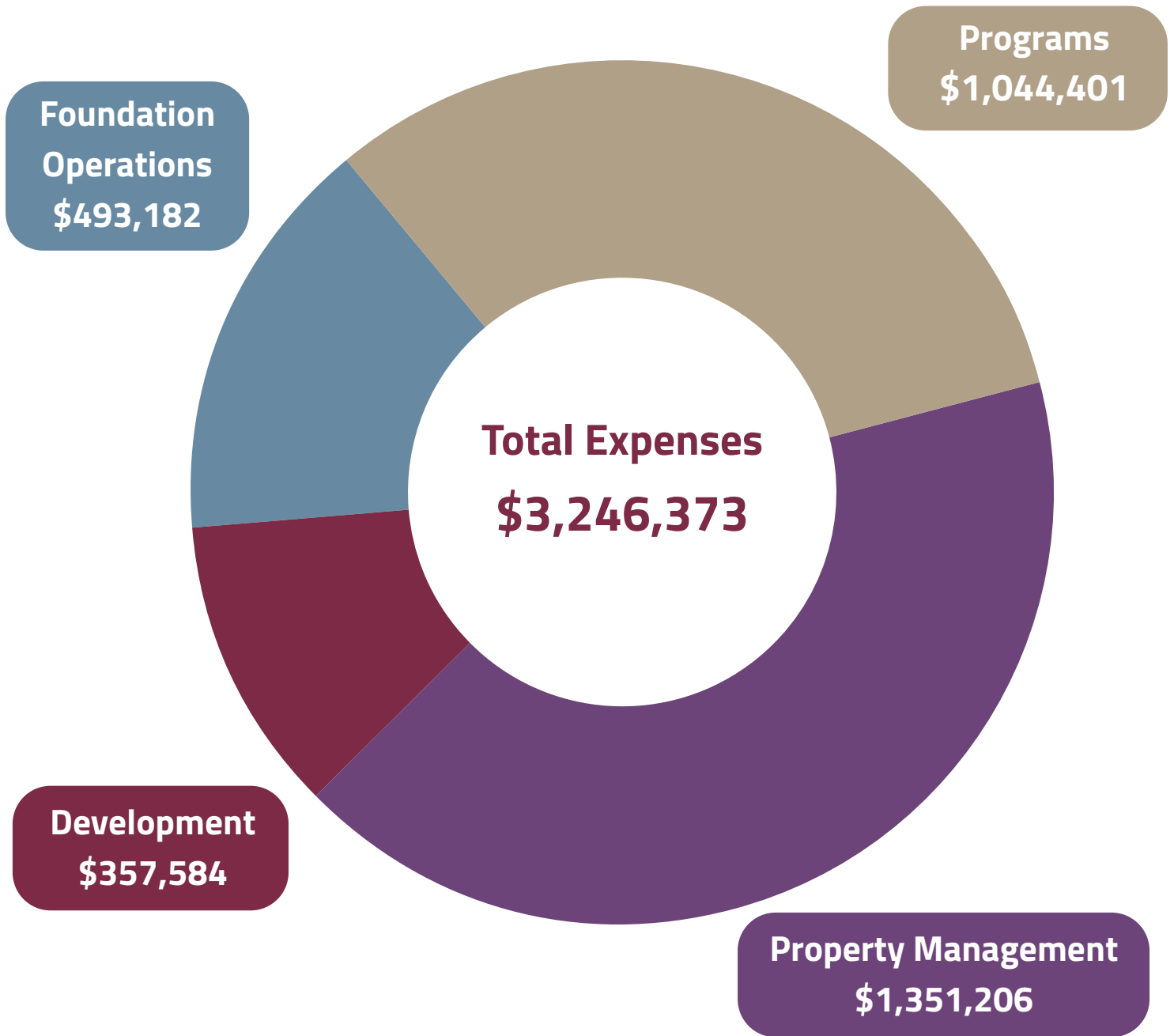
**DONATIONS:** monetary gifts from donors

**IN-KIND DONATIONS:** non-monetary gifts from donors

**ADMIN FEES/MISC:** income from 2.5% administrative fee on restricted gifts and misc.



# EXPENSES



**PROGRAMS:** money spent on CCS students and programs

**FOUNDATION OPERATIONS:** expenses related to operating the Foundation

**DEVELOPMENT:** expenses related to raising donations and in-kind donations

**PROPERTY MANAGEMENT:** the cost of running Foundation-owned buildings

*Meet Mike!*

# Pieces of a Puzzle



Our students' stories are powerful because they're often about realization: a long-held or new dream being fulfilled. They take a chance on themselves and work towards their goals.

Like Mike Boylston, who just finished his program at Spokane Community College in Criminal Justice. He's had many careers in his life, but he's excited about this next one. He's a veteran (Marine Corp), he's worked in law enforcement before, and he was a firefighter/EMT. Now, he's on his way to being a Crime Scene Investigator.

"I like to solve puzzles," Mike explained. "My work will be about solving something."

He'll go on scene, secure it, and collect evidence for the forensic team. He likes being a part of the process, working with a team, which is evident in his past careers.

He really enjoyed his program at SCC, especially working with the great instructors. He mentioned so many by name, sharing the impact each had on his education. But he also mentioned working with students, especially in his time with the veteran's office on campus.

"There is a real community of veterans and current military on campus. Sometimes it's not just the veterans, but their families. There's a sense of bonding there," Mike said.

In fact, it was there that he learned about the Fette Fund for veterans. When Mike was starting to worry about how he'd finish paying for school, Deana Sleep, the program coordinator for the Military/Veterans One-Stop center, told him about the Fette Fund and the scholarship opportunities at the Foundation. Mike applied and was awarded the funding he needed to finish school without concern.

He was excited to finish his program, even getting his family involved with his studies and sharing the opportunities at CCS with his stepson. Now that he's completed his associate's, he's working on transferring to EWU for his bachelor's in Criminal Justice.

"This was just a small step," Mike said. A piece of the puzzle, if you will. And the bigger picture will show Mike in his new career, his dream realized.



# Our programs are building community, too! *Running Start for Careers Initiative*

Our Running Start for Careers Initiative (RS4C) is nationally recognized and award-winning. It raises scholarship funds for CCS students who are earning a college trade degree and high school diploma at the same time. This means that our local high school students have more career options and can enter their field as industry professionals two years earlier.

These scholarships cover the cost of books, course fees, and equipment that can sometimes range over \$5,000 for our students. By removing that barrier, more students can achieve a college education and start their careers.

When our students achieve an education, they put that back into our community. In some CCS programs, 90% of graduates have stayed right here in Spokane! The RS4C initiative is therefore not just an investment in students, but in our larger community.

Learn more about our value of building community and our RS4C initiative on our website: [ccsfoundation.org](http://ccsfoundation.org).



Support another year of CCS students and programs by visiting [ccsfoundation.org/give](http://ccsfoundation.org/give) or using the attached remit envelope.

## Want to focus your gift?

We awarded more than **\$80,000** in emergency aid in 2020- 2021

### IMPACT



Our Impact Fund supports areas of greatest need, allowing us to pivot to help students when they need it.

### AMPLIFY



The Amplify Fund supports CCS's 120+ programs every year.

### EMPOWER



And the Empower Fund supports our 100+ Foundation student scholarships!



# Hope for the Future



*SFCC Physical Therapist Assistant program*

## Meet Petra!

We're so fortunate to work with donors who want to make a lasting difference in the lives of our students.

They're not here for the moment, they're here for the futures, for the dreams.

One example of that encouragement is the Krumble Foundation. When Burke and Muriel Blevins started their Foundation, it was with the same goal they'd had as local employers: to provide an opportunity where people could create long-term socioeconomic stability and gain for themselves and their families.

Last year, the Krumble Foundation opened a \$500,000 scholarship with the CCS Foundation for Spokane Community College and Spokane Falls Community College students attending programs that are in high demand, that have a significant number of jobs available, and where students with these degrees have a high chance of success and of changing their lives for the better. Over the life of the gift, more than 100 students will be supported by the Krumble Foundation Scholarship.

One of those students is Petra Taylor. Petra graduated from SFCC last year and is working in her industry as a Physical Therapist Assistant currently. Talking about her work comes naturally, almost effortlessly; it's easy to tell it suits her.

"I have always loved physical therapy," Petra explained.

She wanted to be able to study and do that work, but she was looking for a more affordable schooling choice. That's how she decided on SFCC.

"The program at SFCC is well-known and highly regarded. I knew I would be pretty lucky to be part of it."

Completing the program wasn't without its hurdles, though. Petra had to move online like the rest of her peers during the pandemic. Fortunately, her tight-knit program created an encouraging and dedicated space to learn.

"I had a small pod of people in my program that stuck together and helped me study," Petra said.

The PTA program is rigorous, fast-paced, and its faculty have high expectations for their students. But a supportive community, between her husband, peers, and faculty, made it easier to stay focused and motivated.



*SFCC Physical Therapist Assistant program*

"We truly had the greatest faculty," Petra said. "They were always available if we had a question."

The most rewarding part for Petra was that, after graduating, she could enter a new career with tools to help people.

"It felt like I was finally in a place to give back to my community."

Petra said that receiving the Krumble Foundation scholarship gave her family relief while she was studying. It also gave them "hope for the future," exactly what the scholarship's inspiration was meant to do.

"It also confirmed what I already knew: that I was working hard!" Petra said. "It felt good to be seen and encouraged."

From dedicated student and scholarship recipient, Petra is now a local PTA at Apex Physical Therapy. She loves working with her patients every day and seeing the improvements that affect their daily lives.

She's also taking continuing education courses to keep learning.

"You can explore so many avenues with physical therapy," she explained. "I hope to be an expert in my field in a few disciplines." Right now, she's learning about aquatic therapy and women's health.

It's that focus on continuing to build a better future for herself, her family, and her patients that makes Petra a shining example of what calls our donors to support CCS students every day.

Almost **\$665,000**  
supported SCC and SFCC's  
innovative programs in 20-21





# Living Up to Our Values

In 2006, the CCS Foundation launched the Mini Grant program to fund new and innovative projects that couldn't be financially supported by Spokane and Spokane Falls Community Colleges.

Each year, faculty, students, and staff submit project ideas that enhance student learning and have a positive impact on the CCS community. 158 of those projects have been funded since the program's creation, awarding CCS innovators with more than \$247,400!

What is really impactful about some of these projects is that they create a better educational experience and more access for our students. Last year, Dr. Lori Hunt, Acting Provost - Chief Learning Officer, and Guillermo Espinosa, Director of Student Success, Diversity, and Equity, were awarded the funds to train staff on how to use the Intercultural Development Inventory, which they explained is "an assessment tool that helps build intercultural competence within an organization and encourages greater team building and understanding of cultural differences."

"We've administered 42 assessments to faculty and staff at SCC and the District so far," Hunt and Espinosa said. "Each assessment provides a customized Intercultural Development Plan that supports building intercultural competence and gives actionable steps to get there. Group assessments have also provided teams opportunities to engage in conversations that lead to supporting students across cultures."

This project is a great example of innovative work that can have a lasting impact on student success and create a better learning experience for students.

Janelle Brooke and Samantha Hilton, SCC Business Technology faculty, had a similar goal with their project to create new supplementary grammar instructional videos for online and on-ground business English students. The videos are inclusive and reflective of the SCC student population, and they incorporate modern content and technology.

"Many of our students have limited English skills. Mini Grant funding helps us serve the students who haven't had the same opportunities as our other students," Hilton and Brooke said.

The new videos help students get a better quality of education that will support their career path.

It's projects and partners like these that allow us to always live by our core values.

We believe in the inherent potential and equal worth of all people. And we believe everyone deserves an education. When students are ready to take a chance on their futures, we'll offer the support they need to realize their potential, including access to resources. When we find a barrier to a student's success, we assemble a team to overcome it. Because when we invest in students, they transform and are able to provide meaningful contributions to their communities.



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Lisa Hjaltalin  
*Chief Financial Officer*

Greg Stevens  
*Chief Strategy and Administration Officer*

## Community Colleges of Spokane Foundation Staff

Heather Beebe-Stevens  
*Executive Director*

Christine DeGeare  
*Scholarship and Alumni Relations  
Manager*

Katelyn Rushing  
*Development Coordinator*

Geneva Ayers  
*Development Assistant*

Jean McNeilly  
*Foundation Accounting Manager*

Oryx Vens  
*Donor Services Assistant*

Leah Butterwick  
*Grants and Communications Manager*

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