

GERMANNA

FORWARD

2019-20 ANNUAL REPORT



Germanna at 50! This year marks 50 years since opening our doors in 1970. In many ways, Germanna is still a young institution with an incredibly vital mission to elevate our communities through quality, accessible, and affordable educational opportunities. Germanna goes forward as a college full of promise! Believe me, we're just getting started creating our future together with you.

I've often reflected on Germanna's tremendous past. Under the leadership of President Dr. Frank Turnage, Germanna aggressively expanded to build the Fredericksburg Area Campus and, with the help of the Culpeper community and Mr. Joe Daniel, the Culpeper Daniel Technology Center. Begun under President Dr. David Sam's careful watch, our expansion in Stafford is a result of the generous support of Stafford County and the Fried Family. And, our plans to construct our new health sciences facility, the Dr. Frank and Nancy Turnage Health Sciences Building, at our Locust Grove Campus, are buoyed by the transformational gift from Mrs. Mary Jane Pitts O'Neill.

We've also expanded virtually as we moved the delivery of all instruction and services online in March due to the pandemic. This was no easy task. Our faculty are leaders in delivering instruction online and moved mountains to ensure a continuity of instruction as we wrapped up our spring term and looked ahead to the summer and fall. Their efforts and expertise, aided by the best Student Services team in the state, were quickly affirmed by a staggering 25% increase in summer enrollment compared to the previous summer as well as an increase in fall enrollment over the previous fall.

The traditional way of delivering instruction to our students is forever changed. We're all-in online, teaching and supporting our students in new ways and reaching more students beyond our traditional service areas. We are committed to active duty service members and their families and working adults who need fast, efficient options for completing their degrees or advancing their careers. We hone our focus on motivated high school graduates and current dual enrolled students, who continue to careers or universities of their choice.

One of Germanna Community College's cultural values is leading-edge innovation to teach and

serve students and communities in groundbreaking ways. For example, we're proud to introduce *College Everywhere*, a 100% online, accelerated degree path for our students to complete their associate degree in just one year, rather than the expected two years. That's fast. This is a unique program within the Virginia Community College System and one which, I truly believe, positions Germanna for creating future success.

But most importantly, when I think about Germanna's future, I think about our transformation and commitment to be an anti-racist institution through Black Minds Matter. The hard work outlined in our Truth and Reconciliation Strategic Plan demonstrates our promise to better attract and serve Black students and other students of color, who have faced years of racial injustice and discrimination. Germanna will be even stronger at advancing the lives of all students, no matter their color, age, background, perspective or ability. It's in our D.N.A. It's what makes us truly us. Our doors are open to all and always open.

Virginia-born educator and author, Booker T. Washington said, "If you want to lift yourself up, lift up someone else." And, "There are two ways of exerting one's strength: one is pushing down, the other is pulling up." No matter our student's goals, many need "lifting up and pulling up" now, more than ever. Many face underemployment or unemployment due to COVID-19. And many continue to face those critical external barriers that keep too many from completing their degrees: Unreliable transportation, housing instability, poverty, hunger, limited access to technology and the internet. Please go to germanna.edu/success to read and hear their stories as you decide how you will support Germanna.

Thank you for all you have done to build Germanna—some of you from the very beginning! Please join me in creating Germanna's future as we lift up and pull up the next 50 years of Germanna graduates. What a legacy we are leaving!

Let's move Germanna forward, together.



Dr. Janet Gullickson, President

WE BELIEVE BLACK MINDS MATTER

TRUTH & RECONCILIATION STRATEGIC PLAN

Germana Community College repudiates racism and is committed to challenging the inequitable treatment of oppressed and marginalized groups. We are an institution where people of all identities, backgrounds, and perspectives feel welcome, safe, and included. Our administration, faculty, staff, and students will transform the learning environment to challenge and defeat hatred and ignorance with new equitable narratives reflective of diverse histories and traditions. Germana will be at the forefront of Virginia's reckoning with its history of slavery, the Civil War, segregation, and racial oppression. Through outreach, research, and healing dialogue, we will work to honestly assess and acknowledge the lived experiences of those disregarded or silenced throughout the Nation's past and present.

THE PLANNING TEAM

- Dr. Scott Ackerman, Coordinator for Teaching and Learning
- Ms. Kelley Lloyd, Faculty
- Dr. Tiffany Ray, Vice President of Student Services
- Dr. Eric Vanover, Associate Dean of Arts and Sciences, Faculty
- Dr. Jeanne Wesley, Vice President of Academic Affairs & Workforce Development

GOAL 1: PROFESSIONAL DEVELOPMENT

Develop and maintain a campus climate and culture of understanding, respect, and support for the advancement of diversity through comprehensive programming that fosters accountability and continued achievement.

GOAL 2: CURRICULUM

Increase the emphasis on diverse and inclusive teaching and learning through review of course content, delivery, and teaching methods in order to identify, understand, and address social problems and systemic barriers impacting our students and communities.

GOAL 3: OUTREACH & ENGAGEMENT

Increase outreach, dialogue, and community engagement with college and regional leaders and underrepresented and marginalized communities to build trust and promote change through meaningful relationships and partnerships.

GOAL 4: COLLEGE EMPLOYEES

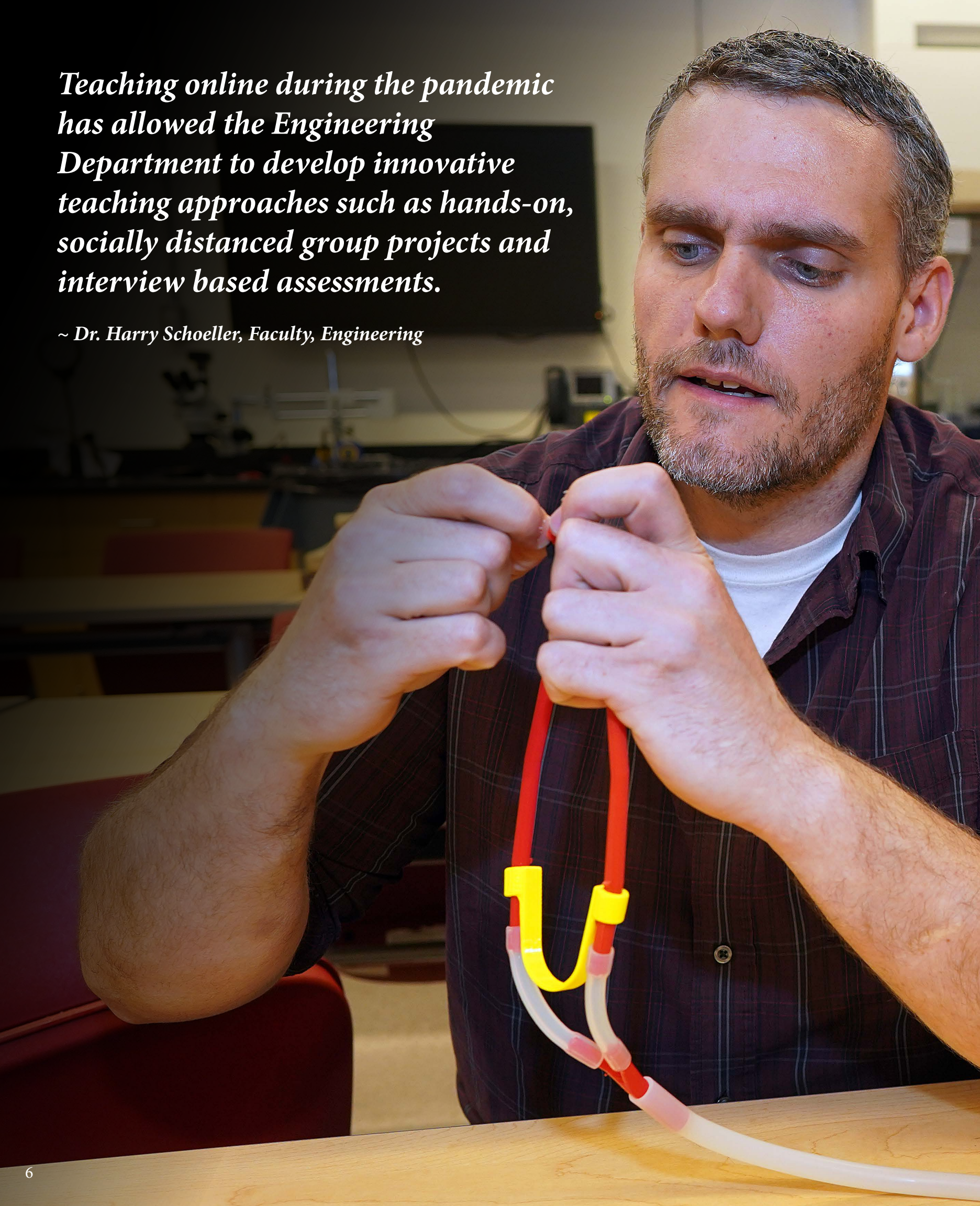
Recruit, hire, retain, and promote an increased percentage of historically underrepresented and other diverse faculty and staff by focusing on equity and cultural awareness throughout the employee recruitment, onboarding, and retention processes.

GOAL 5: STUDENT ENGAGEMENT & ACHIEVEMENT

Increase opportunities for students, faculty, and staff to engage together in curricular activities and student programming to rectify achievement gaps among student populations to provide student support and promote student success.

Teaching online during the pandemic has allowed the Engineering Department to develop innovative teaching approaches such as hands-on, socially distanced group projects and interview based assessments.

~ Dr. Harry Schoeller, Faculty, Engineering



GERMANNA IS ABOUT COLLEGE EVERYWHERE

Our faculty lead in online instruction. Their dedication to excellence and commitment to student success resulted in a 25% increase in summer enrollment.



Dr. Shawn Shields, Faculty, Chemistry

COLLEGE EVERYWHERE

Unique to Germanna, this accelerated degree program offers motivated students the option to complete their two-year associate degree in a single year, completely online. *College Everywhere* offers students the opportunity to learn how, when, and where is best for them. Launching in fall 2020, classes are offered in fast 5-week and 7-week sessions. Degrees are offered in Business, College Transfer, Cybersecurity, and Health.



Dr. Sunithi Gnanadoss, Faculty, English

THRIVING ONLINE

We're all-in, online. In late March of this year, as the COVID-19 pandemic spread to every part of the world, faculty and staff transitioned all instruction and services to remote delivery.

Though unprecedented, the College was up to the challenge. Our faculty have long been leaders in delivering instruction online. Their expertise and preparedness in this area were reflected in a staggering 25% year-over-year increase in summer 2020 enrollment.

GERMANNA IS ABOUT COMMUNITY FIRST

We love our students and the communities we serve. We've provided opportunities to give back and lift up individuals and families within our service areas.




COMMUNITY FIRST GRANTS

Over the summer, we awarded over \$70,000 of aid to more than 140 students as part of our Community First Grant program. The program provided a \$500 grant for students with financial need within our service areas: the counties of Caroline, Culpeper, King George, Madison, Spotsylvania, Stafford, and the City of Fredericksburg. Students use this aid to pursue career training in Automotive, Business, Cybersecurity, Engineering, Education, and Health Sciences.

COMMUNITY OUTREACH

- Community Movie Screening
- Thanksgiving for Students
- Germanna Day of Service
- Free Dental Clinic
- Robotics Camp
- Summer Skill-up
- Wellness Wednesdays
- Voter Registration Events
- HIV Testing





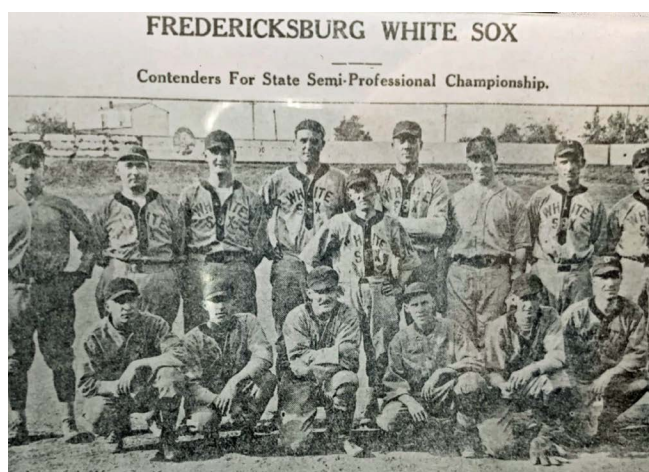
*I've always said that
Fredericksburg's history is
America's history and it's the same
with America's game, baseball.*

~ Mary Katherine Greenlaw, Mayor of Fredericksburg



GERMANNA IS ABOUT PARTNERSHIPS

Our strong partnerships with employers, military installations, colleges and universities, and K-12 schools are what make us so special. We really are the heart of our communities.



FREDERICKSBURG NATIONALS PARTNERSHIP

We entered a unique, multi-year partnership with the Fredericksburg Nationals that tells the rich history of baseball in our region at their new ballpark. Educational opportunities, scholarships, and exhibitions will also be available to our students. The partnership is in collaboration with the Fredericksburg Area Museum and Dovetail Cultural Resource Group.

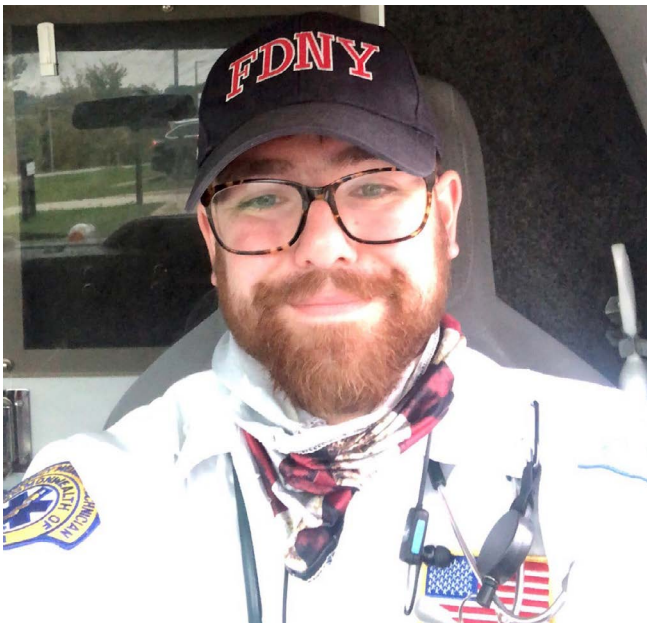


DAHLGREN EDUCATIONAL PARTNERSHIP

Through a new Educational Partnership Agreement, Naval Surface Warfare Center Dahlgren Division engages with students, faculty and administrators for AEGIS Training and Readiness Center collaboration, professional development opportunities for Germanna faculty, a STEM Student Employment Program as well as support for students transferring to four-year science, technology, engineering, and mathematics degree programs.

GERMANNA IS ABOUT OUR STUDENTS

**Our students come to us with a drive to do more.
After they leave us, they go on to change the world.**



MATTHEW HEBERT

Nursing student, Matthew Hebert, spent two weeks in New York City at the height of the pandemic as part of a FEMA effort to help with ambulance transports as an EMT. His response team worked around the clock with little rest to provide critical assistance during this unprecedented health crisis. "When your country calls, you go," said Hebert.



GORDAN WAYNE

Graduate Gordan Wayne walked over 500 miles from Caroline County, Virginia, to Chestnut Hill, Massachusetts, to attend Boston College in the fall. The journey was a way for Gordan to raise awareness to end homelessness. Living in homelessness himself, he realized the way out was through an education. With the help of academic advising manager Jordan Hewett, Gordan was able to secure the needed finances, attend, and complete his degree at Germanna.



One of the most important lessons I learned at Germanna is that I sometimes have to force myself out of my comfort zone if I ever want to grow.

~ Dmitrick Johnson, Germanna alum

GERMANNA IS ABOUT SERVICE

We're serving our students in new and innovative ways: online, on Zoom, and over chat. And in many ways, we are doing it better than ever.



Jordan Hewett, Academic Advising Manager

ONLINE SERVICES A SUCCESS

Our Student Services team stepped up in a big way when the college transitioned to remote operations. Admissions, Testing, Advising, Counseling, Recruitment, Financial Aid and Veterans Services went all-in online. In some cases, the switch to remote services will continue once our locations open back up. In total, the Student Services team conducted an astronomical 15,000+ virtual appointments in five months.



Ann Lyons, Assistant Dean of Academic Technology & Learning Support

TUTORS CHANGE LIVES

Our Academic Center for Excellence has a reputation for providing high quality academic support, resources, and tutoring to students. Add to that, they change lives. In one grateful student's own words:

"I know passing a math class isn't that big of a deal, but my mom, dad and sister all discontinued their college education because they couldn't pass math. I'm the first in my family to graduate from college. It's so crazy to think I was going to drop out because I thought I wouldn't be able to pass math. I owe it all to you guys."



*We're still here for all of our
students, every step of the way.*

*~ Win Stevens,
Coordinator of Disability Services*

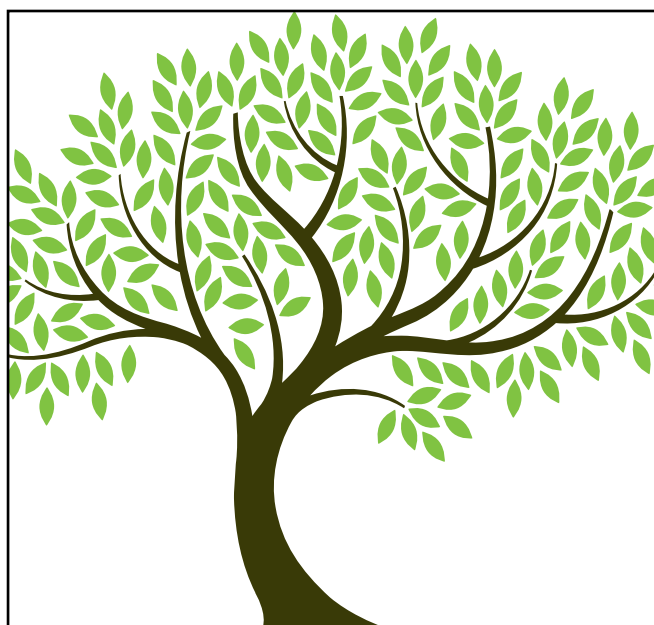
*Make a difference in your community
and the lives of future generations of
Germanna students.*

*~ Bruce L. Davis,
Special Assistant to the President for Institutional Advancement*



BE A PART OF A LASTING LEGACY

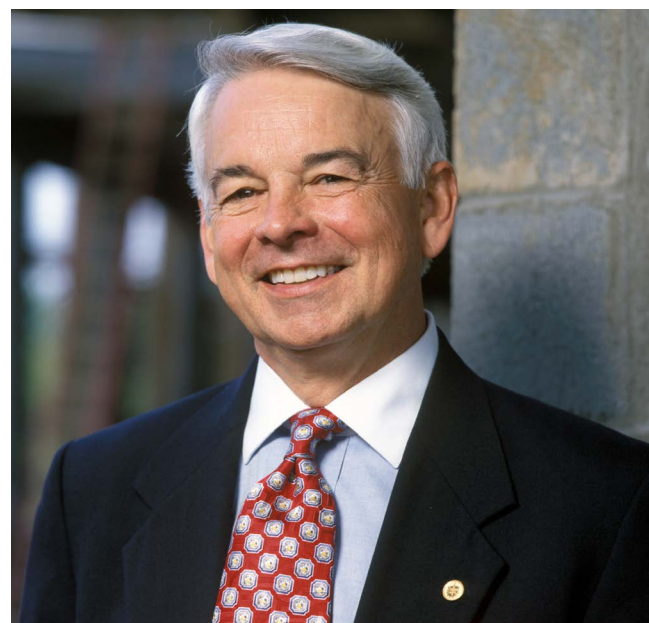
Join the Frank & Nancy Turnage Legacy Society



PLANNED GIVING

Planned giving provides substantial benefits for both you and Germanna. For you, planned giving offers such advantages as the federal income tax charitable contribution deduction and the avoidance of capital gains taxes. It assists you in making a significant gift to Germanna through tax and financial benefits. For Germanna, planned gifts from generous donors will strengthen our efforts for many years to come.

Charitable gifts to educational institutions like Germanna contribute significantly to the welfare of our community. Take advantage of tax laws designed to encourage such giving.



DR. FRANK TURNAGE

Frank Turnage, Germanna's longest-serving president, provided visionary leadership that continues to shape Germanna to this day.

The Turnage Legacy Society honors those individuals who have included Germanna in their estate plans. Planned gifts ensure the college has the resources needed to provide a quality education for future generations. Be a part of our bright future and make a difference in the lives of future generations of Germanna students.

GERMANNA IS ABOUT OUR FUTURE

Transformational gifts enable the college to move forward in big ways and are essential in continuing to meet the needs of our communities.



MARY JANE PITTS O'NEILL

Philanthropist, former Germanna Foundation Board member, and lifelong Fredericksburg resident Mary Jane Pitts O'Neill generously gave \$1.5 million to help establish a new medical building at our Locust Grove Campus.

The new building will be named in honor of former Germanna president Dr. Frank Turnage—who retired in 2007 and passed away last year—and his wife Nancy, a retired nurse. The building will include a new wellness clinic named in honor of Robert C. O'Neill, Mary Jane's late husband.



JOE AND JOSH DANIEL

Essential to the success of thousands of Germanna students, the Germanna Guarantee Program has been generously supported each year by Joe Daniel and Culpeper Wood Preservers. Their exemplary philanthropy, tireless effort, and outstanding dedication to the mission of Germanna have raised more than \$2.5 million over an impressive 26 years. To Joe, Josh, the entire Daniel family and Culpeper Wood Preservers, our deepest thanks.



ATLANTIC BUILDERS

For the second year in a row, Atlantic Builders will donate 100 percent of the profit from the sale of one of their homes to Germanna. The funds will provide critical support over the next five years in the form of scholarships for their employees, Trade Partners, and their families. The remainder will go toward our Germanna Guarantee Program, which provides tuition gap funds for qualifying students facing financial challenges, keeping them on track to complete their degree.

Pictured from left to right: Kasey Nabal (Atlantic Builders marketing coordinator) Chase Blough (scholarship recipient), Autumn Virginia Townshend (scholarship recipient), Christina Townshend, Jason Ross (Atlantic Builders superintendent), Keysia & Michael Linder and daughters (homeowners).



SCHOLARSHIPS CHANGE LIVES

\$124,000 total dollars awarded

185 student recipients

\$721 average award per student

YOUR SUPPORT MAKES A DIFFERENCE



GLADYS P. TODD ACADEMY

The Academy is designed for underserved, first-generation high school students in the City of Fredericksburg and the County of Spotsylvania to increase college preparation and completion through an associate degree, concurrent with a high school diploma. Unique support is offered to participating students through mentoring, coaching, and academic and cultural activities.

- 100% of graduates accepted to four-year schools
- William and Mary awarded one exceptional graduate a \$120,000 scholarship



GERMANNA CARES

Our students are facing underemployment or unemployment due to COVID-19's impact. This fund helps keep students on the path to completing their degrees, including support for emergency needs, food and wellness, technology, and transportation.

- 1,600+ students and their families supported
- \$28,000 care dollars awarded



GERMANNA GUARANTEE FUND

This need-based scholarship program keeps qualifying students from leaving school when they can't pay their full tuition bills. Funds are proactively awarded to students keeping them on the path to completion.

- \$560,000 total dollars awarded
- 765 student recipients
- \$732 average award per student

COMMUNITY SPOTLIGHT



BILL AND PATTI LYNCH

He pitched a perfect game when he was playing American Legion ball as a teen in Pittsburgh.

Bill Lynch has retained baseball passion over the years, working with the late Doris Buffett to build and manage Sunshine Ballpark in a low-income neighborhood in 2007. But his interest there goes far beyond baseball.

His wife Patti Lynch, who's also involved at the ballpark, has spent decades as a teacher and educator in Fredericksburg schools. That's part

of her reason for supporting education, including the Germanna Educational Foundation.

Bill Lynch got involved with Sunshine Ballpark and the Cal Ripken Sr. Foundation, not merely because of youth baseball, Patti Lynch says, but because of the usefulness of the ballpark in hosting mentoring and educational events that benefit children in the community. One such event was a visit and talk about the importance of education by Jackie Robinson's daughter Sharon. Others include Badges for Baseball events that feature police officers working with and mentoring kids.

The goal is the investment in the community. Always leave the community better than you found it.

~ Patti Lynch

They believe Germanna President Janet Gullickson shares their philosophy about community involvement. "Janet is doing a fabulous job in being culturally responsive to the community," Patti Lynch says. "Our philosophy is if you care about the community, you need to be a part of it to make it better."



Dr. Janet Gullickson and the RRMM Architects Team

ANNUAL GOLF TOURNAMENT

September 20, 2019

\$26,000+ raised for Germanna Guarantee Fund



TED AND JACKIE HONTZ

You could say Ted Hontz's interest in education, his focus on disadvantaged students and his concern about diversity developed through a combination of nature and nurture.

Both his parents were physical education teachers. His dad, Bob Hontz, retired as a community college administrator in Central Pennsylvania where Ted grew up.

His family was not well off. He says he didn't get his first haircut in a barber shop until he was in the Navy.

Hontz got into the Naval Academy on an appointment letter signed by the late U.S. Rep. Adam Clayton Powell, a black congressman from Harlem. There were only two African American officers in his class in 1967. He has never forgotten

that. One of those black officers went on to become the first black officer to command a nuclear submarine and the other to get a Ph.D. in chemistry and become a college professor. "I got what was essentially an athletic scholarship from a congressman who could not appoint a black because of the continuing segregation and, thus, I took the place of someone who should have had a better shot than I did," he said.

Hontz retired from the Navy as a captain after 28 years and is currently vice president at Basic Commerce and Industries Inc. at Dahlgren. In addition to serving on the Germanna Educational Foundation board, he's on the board of visitors at the University of Mary Washington.

Over time, he said, "You get smart and figure out what the world is all about." In a sense, Hontz is on a mission to repay Congressman Powell.

My father, who lost his hearing at age 13, was a college professor at Gallaudet [University] and he believed education was the gateway to a full life

~ Jackie Hontz

He loves attending Germanna commencement ceremonies "to see the amazing spectrum of diversity of the students graduating, 18-60 years old, a rainbow of colors and a number the first in their families to graduate from college. Jackie and I believe supporting Germanna's mission greatly helps our community to reach this gateway."



Johnny P. and Jean Johnson

DISTINGUISHED PHILANTHROPIST OF THE YEAR JOHNNY P. JOHNSON

November 20, 2019

\$51,000+ raised for Gladys P. Todd Academy

THANK YOU FOR YOUR SUPPORT



LOCAL COMMUNITY PARTNERS

The City of Fredericksburg and the Counties of Caroline, Culpeper, Madison, Orange, Spotsylvania, and Stafford

BUSINESS PARTNERS



1970 SOCIETY

Members have contributed a total of more than \$100,000

Joseph and Linda Daniel
Mary Jane Pitts O'Neill
Jefferson Home Builders
Adam and Rhonda Fried
Atlantic Builders
Novant Health UVA Health System,
Culpeper Medical Center
Koppers Performance Chemicals

Mary Washington Healthcare
Virginia Foundation for Community
Colleges
Culpeper Wood Preservers
Sunshine Lady Foundation
Mary Washington Hospital Foundation
Bruce and Sandra Davis
Dominion Virginia Power

Follett Higher Education Group
Fredericksburg Savings Charitable
Foundation
Spotsylvania Regional Medical Center
Betty B. Baldwin
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PRESIDENT'S CIRCLE

Members contribute a gift of \$1,000 or more annually

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Adam and Rhonda Fried
Aerojet Rocketdyne Foundation
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Koppers Performance Chemicals
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Patricia Hyjek
Patricia Reedy
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Pete Humes Jr
Peter Webb
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Phi Theta Kappa - GCC Chapter
Piedmont Telesystems, Inc.
Powell Holly
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Tiffany Ray
Tobi Holtslag
Tracey Williams
Trudy Smith
University of Mary Washington
University of Mary Washington Foundation
Valerie Miller
Vera Arnold
Victor Catlett
Victor Gehman
Vincent Russell
Wen Maier
Wendell and Sandra Anderson
Whitney Grespin
Wilfred Lucas
William and Dawn Koshoffer
William Bailey
William Berry
William Boldon
William Hayes
William Johnston
William Young
Wine Street Property, LLC
Wycessa Small
Xi Upsilon Omega Chapter
of Alpha Kappa Alpha
Sorority, Inc.
Yanyan Yong

FOUNDATION IMPACT



I'm so proud to be affiliated with Germanna and all it does for our students and communities. Germanna has taken on the world's new set of challenges and has become even better in the process. From virtual classes to the ongoing distribution from our food bank, Germanna's number one focus has, and always will be, on our students.

And we want to see our students not only graduate but truly succeed in life. Our students depend on the Foundation's support in order to do so. Many of our students work while they earn their degree, and too many have lost their source of income over these past few months. Some of these students are only a semester away from graduation, but without their jobs, may not be able to continue.

That's where you come in. Consider making a gift today. A \$5 gift can help provide food for a hungry student. A \$500 gift can help pay for a student's car repair so they can get to work and stay enrolled. A \$5,000 gift pays for a full year of study for one student. Every single gift helps, and we are counting on you to help support our students.

*~ Brooke Miller, President,
Educational Foundation Board*



For many years now, I have served on the Germanna Educational Foundation board and have seen first-hand what makes Germanna a truly special place. A place that lifts up our local communities through top-quality and low-cost educational opportunities. Now, serving as the president of the Real Estate Foundation board, I am excited to continue to support the college and our students through our real estate portfolio of holdings.

A very important part of Germanna is the Gladys P. Todd Academy. This program benefits eligible, first-generation students from Spotsylvania and City of Fredericksburg high schools. Participating students may earn their high school diploma and transferable associate degree at the same time. Students are provided tuition and fees, textbooks, tutoring, mentoring and laptop computers at no cost to them. This wonderful program gives deserving students a head start on their college career. The Academy really does change the lives of our students.

Consider Germanna in your giving plans, both immediate and long-term.

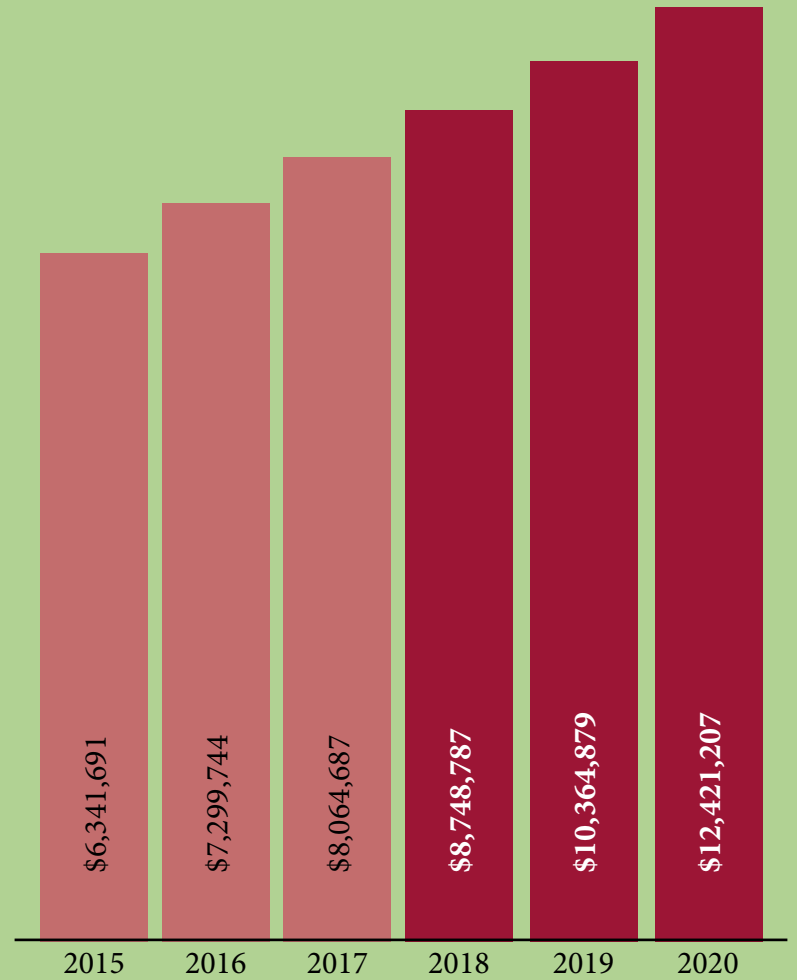
*~ Jack Rowley, President,
Real Estate Foundation Board*

SOURCE OF FUNDING

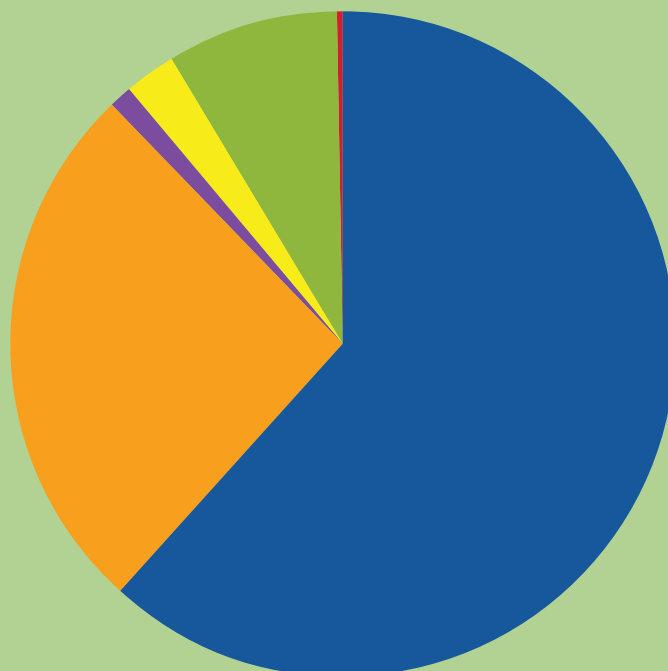


- Events: \$634,557
- GCC: \$382,637
- Contributions: \$1,383,847
- Investments: \$1,152,014

TOTAL FOUNDATION ASSETS

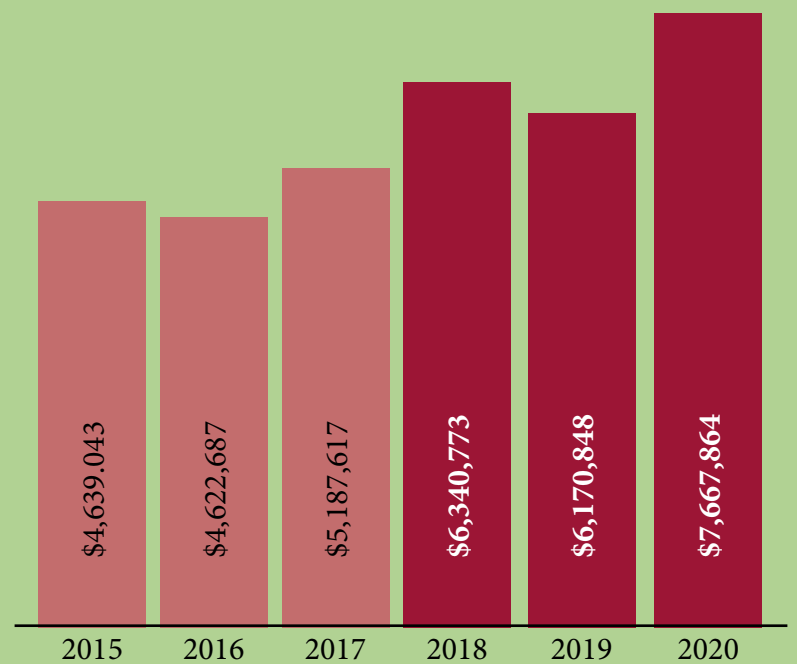


ASSETS



- Investments: \$7,667,864
- Land: \$3,257,728
- Art: \$312,980
- Cash: \$1,055,292
- Life Insurance Cash Value: \$118,690
- Other: \$8,653

MARKETABLE SECURITIES



GERMANNA LEADERSHIP

2019-20

VIRGINIA COMMUNITY COLLEGE SYSTEM

Dr. Glenn DuBois, Chancellor

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Ms. Dana Beckton
Mr. Adnan Bokhari
Mr. David E. Broder
Dr. Brenda Calderon
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Mr. Douglas M. Garcia
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Ms. Ashby Kilgore
Ms. Peggy Layne
Mr. RJ Narang
Mr. Richard S. Reynolds, III
Ms. Eleanor Saslaw
Ms. Terri Thompson

GERMANNA LEADERSHIP

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Ms. Laurie L. Bourne, Associate Vice President for Human Resources
Mr. Bruce L. Davis, Special Assistant to the President for Institutional Advancement
Dr. John M. Davis, Vice President of Administrative Services
Dr. Tiffany M. Ray, Vice President of Student Services
Dr. Jeanne L. Wesley, Vice President for Academic Affairs and Workforce Development

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Dr. Melanie Kay-Wyatt, Spotsylvania County
Ms. Teri McNally, Fredericksburg City
Mr. Lydell Fortune, Caroline County
Dr. Victor Gehman, King George County
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Mr. William Thomas, Culpeper County

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Mr. Wendell Anderson, Past President
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Ms. Cathy McGhee
Ms. Teri McNally
Ms. Richelle Moore
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Ms. Wenonah Petersen
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Mr. Clarence Robinson
Mr. Doug Rogers
Ms. Charlotte Rouse
Mr. Jack Rowley
Dr. David Sam, Emeritus
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Dr. Anne Truong

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Mr. Edward Dalrymple, Jr.
Mr. Paul Janney
Mr. Ben Keddie
Ms. Brooke Miller
Mr. William Thomas

GERMANNA
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Y E A R S

Thank you for your continued support.

GERMANNA.EDU/DONATE