

ENGAGE

SERVICE & SOCIAL ENTREPRENEURSHIP



**SULLIVAN FOUNDATION
IMPACT REPORT:**

Igniting Change for a Better World

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Sydney Sullivan Foundation



Letter from **THE PRESIDENT**

In the midst of the 2020 pandemic and the country's gradual recovery in 2021, the Sullivan Foundation kept moving forward with plans to expand our scope and reach in the changemaking sector. We took the time to evaluate our past success, our future goals and strategies, and the challenges that lay ahead in a rapidly changing world. Meanwhile, we also stayed focused on plans already in the works to develop new programming and innovative delivery methods for our students, faculty and campuses.

With that in mind, we're excited to share with you our first Sullivan Foundation Impact Report in this issue. The Impact Report covers the history of the Foundation, where we are today and where we're headed in the future. We invite you to read it over closely, familiarize yourself with the content and contact us with your ideas for collaboration. We have set a new course on a journey that can only be navigated in partnership with our member institutions. We have developed a set of core competencies for our programming to ensure that every participating student and faculty/staff member is equipped to make real change happen on their campuses, in their communities and across the country and the world. And we have established the Sullivan Foundation Consortium of Colleges and Universities to bring together the greatest minds in the American South in a concerted effort to transform their campuses into dynamic, change-leading epicenters. Each campus will serve as a command post for community leadership and impact in this new model, and we hope you will join us in this vital mission.

Thanks to our partner institutions and our dedicated students, we've accomplished so much, but there is much more to be done. To learn how you can get involved, please email us at admin@sullivanfdn.org or call 662-236-6335. Meanwhile, I hope you will enjoy this new issue of Engage and share your own stories with us for possible coverage in future editions. We look forward to hearing from you.

Stephan L. McDavid,
President

On the Cover:
The Sullivan Foundation continues to enhance and expand its mission to empower college students who want to serve their campuses and communities and create lasting change.

Photo by Anna Shvets



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The Sullivan Foundation supports changemakers in the American South with college scholarships based on personal character, integrity and service to others.

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Eric Johnson turned to the Sullivan Foundation to help him create dynamic programming for the Rust Innovation Lab, a project that amplifies black voices at Rust College.



SULLIVAN IMPACT REPORT

Igniting Change for a Better World

Since 1930, the Sullivan Foundation's mission to honor, inspire and educate college students hasn't changed. But how it delivers on its mission keeps evolving to achieve next-level success.

BY RICK HYNUM

The Sullivan Foundation changes lives.

Sullivan Scholarships open doors for young people who want to pursue careers that impact communities, the country and the world in a positive and lasting way. The Sullivan Awards motivate recipients to continue making a difference through service. And the Foundation's educational programming, including the twice-yearly Ignite Retreats and virtual Ignite Masterclasses, prepares and trains students to become leaders, entrepreneurs and advocates for justice and equality. But the Foundation's work is just beginning. There's more to be done to support this generation of students, faculty and staff members, and higher education institutions that aspire to build a better world. Here's a look at where the Sullivan Foundation has been, where we're going and how we'll get there.



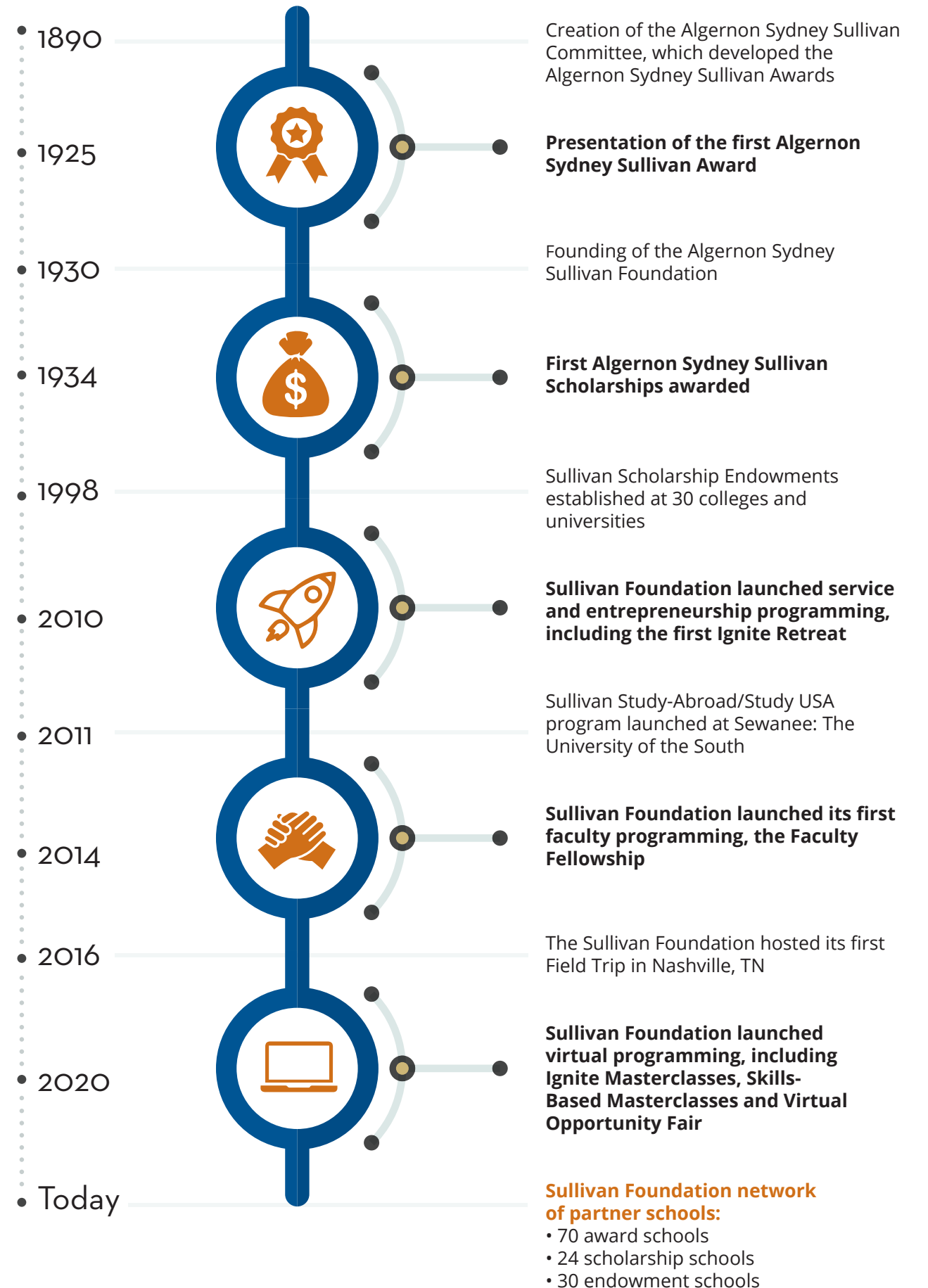
“The Sullivan connections I made allowed me to further develop my own skills as an entrepreneur and teach others how they, too, can be successful entrepreneurs.”

—Cole Dutton, Berea College

A RECORD OF IMPACT

The Sullivan Foundation has experienced phenomenal growth since its early days while keeping up with the fast-changing times. Today the Foundation equips and inspires young people to place service to others above self-interest through college scholarships, awards and innovative events and programming. Working with its network of schools

\$ 15,558,744.64
awarded in scholarship funds {since 1934}





2,422

scholarship recipients
— since 1934 —



7,363

award recipients
— since 1925 —



\$4,808,473

endowments
— total —



throughout the American South, the Foundation fuels the passion of today's student changemakers and spurs them on to excellence while also equipping faculty, staff and campuses to make lasting change in their communities.

The Algernon Sydney Sullivan and Mary Mildred Sullivan Awards are presented at the Foundation's 70 partner colleges and universities and honor students who are making a real difference. In addition, the Foundation has established programming endowments at 30 higher education institutions and annual scholarships funding for nearly 100 undergraduate students across 24 of the endowed institutions.

But the Sullivan Foundation is about more than awards and scholarships. "We recognized that students and our campuses were facing new challenges," said Foundation President Steve McDavid. "They needed service-related programming that both empowered and educated them. We wanted to help them better use their passion and ideas to create real change in their communities."

With that goal in mind, the Foundation launched educational programming for students and faculty/staff at its partner institutions in 2010. The programming

emphasizes purposeful leadership, community engagement, problem-solving, and innovation and entrepreneurship. Because 40% of the Foundation's partner schools are located within driving distance of North Carolina, Asheville was selected for its fall programming events and Raleigh for its spring events.

The Foundation also launched professional development opportunities and training for faculty and staff, preparing them to deliver the Foundation's student programming on their campuses to a larger audience.

The Foundation's current student programs include weekend Ignite Retreats, virtual Ignite Masterclasses, field trips, multi-day workshops and study-abroad programs. Through these virtual and in-person programs, students learn how to leverage their personal passion for a specific problem and develop real-world solutions.

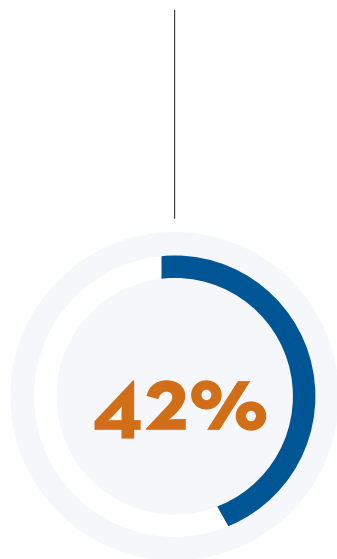
Students often describe these events as life-changing. "The Ignite Retreat changed my perspective on how to make an impact," recalled Juhee Bhatt, a Furman University graduate. "It gave me the push I needed to excel and believe in myself."

"I absolutely loved the Ignite Retreat. It gave me the tools to turn my business idea into a reality. I was asked questions that I never thought to ask myself about my project. I was shown different angles on how to view the situation I wanted to solve and was welcomed and supported at a level I had never felt before."

—Kayla Harris, Mary Baldwin University graduate

3,669 programming participants since 2010

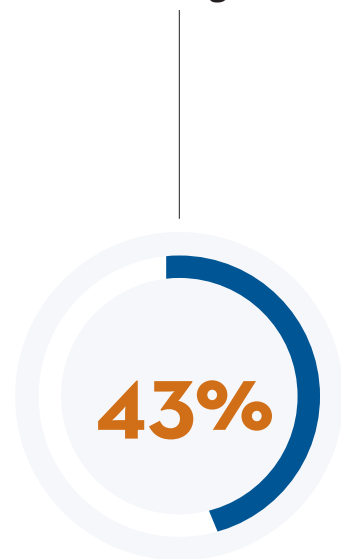
Increase in participant's confidence to create change



Participants who rank our programming "best event they have ever attended"



Increase in participant's familiarity with the social-change field



Inspired by their participation in the Foundation's programming, many students have gone on to launch successful business ventures. After attending a Foundation study-abroad program in Prague, Duke University student Bella Almeida founded Earthy Creations, a business in which college artists transform used materials—most of which would end up in landfills—into objects of art to be sold on the company's website.

Following a Sullivan field trip, Mackenzie Syiem, a Wofford College student, cofounded SEED., which empowers artisans and craftspeople to sell their products—such as jewelry, artwork, bags and more—internationally, with SEED's own profits going to support worthy causes. "I'm very grateful to Sullivan for that trip," Syiem said. "It empowered me and made me feel like what I had to offer was worth offering."


EXPANDING THE MISSION

To date, nearly 3,000 students have participated in the Foundation's programming, and 350 faculty members have benefited from its professional development workshops. In post-event surveys, 90% of participants rank the Foundation's programming as the best event they have ever attended, due to the valuable skills they learned and the self-confidence they acquired. Participants have also reported feeling a 42% increase in their confidence to create change and a 43% increase in their familiarity with the social-change field.

"We moved into programming for the sole purpose of trying to develop the students' empathy for others and grow their passion for service while building the skills to make real change," McDavid said. "We have succeeded, and now we're looking towards the future, using our three

A Trilevel Programming Strategy

Three levels of Sullivan programming empower students and faculty/staff to become dynamic change leaders.

FALL & SPRING		
Level 1	IGNITE MASTERCLASS  Led by experienced innovators and entrepreneurs, these weekly virtual workshops connect students with peers from other universities and Sullivan coaches.	IGNITE RETREAT  This three-day immersive retreat, held in North Carolina, helps students explore a purpose-driven life, assess community problems and develop projects for meaningful impact.
	CRED HEALTH + WELLBEING APP  The CRED app, available to universities interested in supporting students' mental health, encourages students to track daily actions to meet wellness goals.	FACULTY TRAIN-THE-TRAINER  Learn how to run experiential innovation programming in these professional development workshops held during the Ignite Retreat.
	COACHING SPRINTS  Following an Ignite Retreat, students are invited to participate in 30-day virtual coaching cohorts to explore a specific issue in greater detail and take concrete actions.	OPPORTUNITY FAIR  This virtual end-of-the-semester event brings together organizations to share job, internship and volunteer opportunities with students committed to creative changemaking.
	WINTER & SUMMER	
Level 2	SKILLS-BASED WORKSHOPS  Designed to strengthen changemaking and leadership skills, these programs include the 10-day Leading for Change Workshop , held in May and focused on leadership, community engagement, and innovation and design thinking.	ISSUE-FOCUSED GATHERINGS  Students explore specific issues in greater depth through practical case studies of successful ventures and nonprofits. The Emerging Diverse Leaders Retreat , held in January, helps students from underrepresented communities develop their leadership capacity.
	STUDY ABROAD + IN-BROAD  Starting in Edinburgh, Scotland, in Summer 2022, these summer programs consist of four leadership and changemaking courses. Programs will also be held in the American South.	INTERNSHIP + CAPSTONE PROJECT  Upon completion of four summer courses and an internship or capstone project, students can apply for a small grant to launch a project in their community.
Level 3		

Developing Competencies for Maximum Impact

All Sullivan programs are designed to enhance 25 core competencies and prepare students to lead with skill and purpose.

COMPETENCIES

+ Understanding Self

Building knowledge of oneself

- > Emotional Literacy
- > Empathy Building + Emotional Intelligence
- > Building Habits of Reflection and Discernment
- > Finding Purpose and Identity Formation
- > Aligning Values and Leadership Styles

+ Building Community

Developing individual and cultural awareness

- > Leading with Humility
- > Diversity, Equity and Inclusion (Cultural Awareness)
- > Nurturing Relationships with Peers and Mentors
- > Community Formation and Managing Conflict
- > Network and Movement Building

+ Vision Casting

Creating compelling visions

- > Persuasive Communication and Pitching Solutions
- > Understanding and Defining the Problem
- > Asset and Power Mapping
- > Systems Thinking
- > Effective Research Techniques

+ Cultivating Creativity

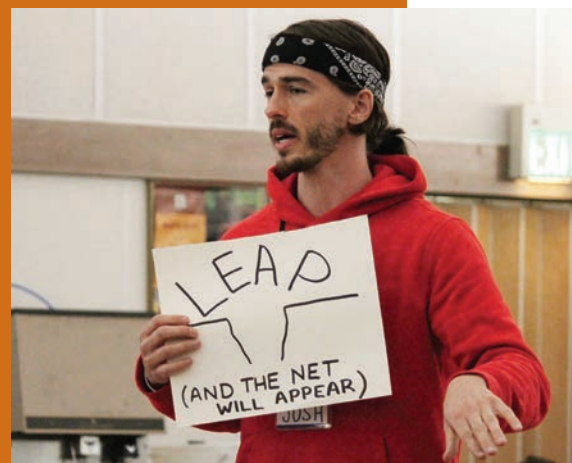
Thinking outside the box

- > Building Resilience
- > Human Centered Design
- > Cultivating a Growth Mindset to Embrace Change
- > Reframing Problems to Discover Innovation
- > Overcoming Imposter Syndrome

+ Taking Action

Leading for Impact

- > Navigating Uncertainty
- > Demonstrating Persistence and Grit
- > Measuring for Impact
- > Scaling Innovation Strategies
- > Developing Business Skills



levels of programming and other initiatives to extend our reach and grow the number of students, faculty, campuses and communities making a lasting impact.”

Key to the Foundation’s rapidly expanding mission has been the development of a set of core competencies, embedded in its various programs, that will prepare participants for leadership and problem-solving. All three levels of Sullivan programming are designed to enhance 25 core competencies (see graphic on page 12). “Once they’ve acquired these skill sets, our students can graduate from their schools and embark on their careers feeling empowered, confident and ready to turn their dreams into reality, no matter what field they go into,” McDavid said.

The Foundation’s student programming is now structured in three levels of progression, with each level designed to be completed within an academic year. (See graphic on page 11.) As students set out on their changemaking journey, these three levels of Sullivan programming will help them acquire vital leadership skills, including empathy, purpose and personal leadership; assessment of a community’s needs and problems; creation of innovative and entrepreneurial solutions; and communication of the issues and the solutions.

THE SULLIVAN FOUNDATION CONSORTIUM OF COLLEGES AND UNIVERSITIES

To strengthen its crucial relationship with its partner schools, the Foundation has formed the Sullivan Foundation Consortium of Colleges and Universities. The Consortium is a partnership among a number of the Foundation’s partner institutions to develop and share educational opportunities and resources for their student changemakers.

“During the pandemic, our schools had to cut their extracurricular programming to focus on teaching classes,” McDavid explained. “We realized there was a need for our kind of programming, but the need was



Join the
Sullivan Foundation Consortium
of Colleges and Universities

The Sullivan Foundation Consortium of Colleges and Universities consists of partner schools that will develop and share resources, programming, coursework and grant-writing efforts focused on leadership, service, entrepreneurship and changemaking. The consortium’s first meeting will be held Oct. 8-10, 2021, in conjunction with the Fall 2021 Ignite Retreat.

To learn more or to join the consortium, call 662-236-6335.

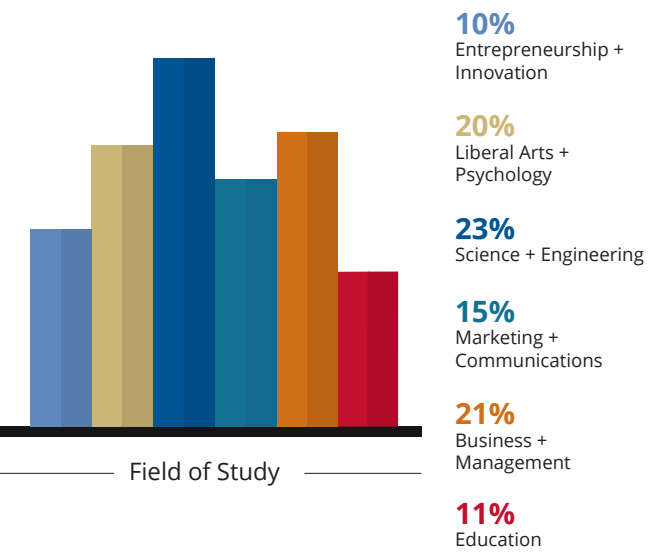


FUNDING PARTNERS
 The Sullivan Foundation is seeking partners to fund its programming and curricula aimed at building stronger, more equitable communities in the American South. To learn more about partnership opportunities, please call 662-236-6335.

2,047
 Masterclass
 Participants

27+
 Universities
 Represented

~75
 Attendees
 Per Session



~75%
 Female

25%
 approximate
 percentage of
 minority
 participants

bigger than us. We needed to help bring the schools together to collaborate, create and share programming, and continue providing more opportunities for their students.”

The Consortium members will team up to develop and facilitate the programming and curriculum at six locations. In the first year, faculty and staff members will attend training during the Foundation’s traditional Ignite Retreats and be equipped to offer smaller retreats and programming on their campuses. “By making community engagement and entrepreneurship support available on the ground at more of our partner colleges and universities, the Foundation will provide thousands of student leaders an opportunity to effect change in their communities and beyond,” McDavid said.

THE SULLIVAN FELLOWS CAMPUS PROGRAM

In addition to its current tuition-only scholarships, the Foundation has launched a new scholarship program, the Sullivan Fellows, which combines both tuition and program scholarships. Through its blend of programming offerings and community ventures, the Sullivan Fellows program has great potential to educate students in the areas of service, community engagement and innovation, and to make real and lasting change on campuses and in local communities.

“My experience with the Sullivan Foundation has helped me stop glorifying the risk and start glorifying the action of moving forward.”

—Cecilia Trotter, University of Mississippi graduate



At a Sullivan Fellows Campus, 12 students are selected as Sullivan Fellows and provided funding and support to complete the Foundation's three levels of programming over the course of their undergraduate careers. Sullivan Fellows also work to address needs locally by partnering with community members, businesses and other students from their campuses to develop and implement new programs or grow existing ones. Community members can serve as mentors, advisors and participants, along with a designated faculty or staff sponsor who will mentor and guide the students in their ventures.

NO CHANGEMAKER LEFT BEHIND

Educating and empowering the next generation of young leaders will always be core to the Foundation's mission. These new programs, developed with Sullivan faculty members and leading innovators for maximum educational impact, have been crafted to keep students engaged in change and leadership throughout their college experience, McDavid said.

"When we start these young people out as freshmen and show them the opportunities that lie ahead and the skill sets they can learn over four years, they will feel like they can accomplish anything when they graduate," he said.

Moving forward, the challenge will be to source the funds to ensure that every student or faculty member who wants to participate in Sullivan programming can do so, whatever financial hardships they may face. "We don't want any young person to be left out because they don't have the money to attend an Ignite Retreat or to travel to Edinburgh to learn about impact entrepreneurship," McDavid said. "It's often the kids who don't have a lot of money who are motivated to make a difference. We're doing everything we can to open those doors for them."

"Starting in 2010, we began to revolutionize the way students learn outside the classroom through our innovative programming," McDavid added. "Now it's 2021, and we're taking it to the next level. We're excited and ready to move forward on this new change-leading vision for the future."



**2020-2021
SULLIVAN SCHOLARSHIP RECIPIENTS**

Alice Lloyd College

Peyton Rader
Carlene Salyers

Berea College

Sara Busaleh

Brenau University

Elysa Spinks
Molly McLeod

Campbell University

Lily Patterson

Coker University

Jalen Williams
Kennedi Price

Converse College

LaVang Bui
Kelsie Glass
Aaliyah Morgan
Madison Montgomery
Lori Scronce

Davis & Elkins College

Emily Marple

Guilford College

Maren Lamb
Ky'lexius Gwynn

Huntingdon College

De'Ante Griffith
Christopher Mayer

Lincoln Memorial University

Jacob Williams

North Carolina Wesleyan College

Tyson Bass

Randolph-Macon College

Quanshay Hamiel
Anne Carter Evans

Rollins College

Telise Torres
Valeria Escobar-Martinez

Rust College

Zachary Wilson
Hope Scruggs
Alexus Smith

Sewanee—University of the South

Noah Shively
Sarah Jane Kemmer
Alexander Knight
Rehan Ali
Yuncheng Ni
Ruth Lunsford

Zach Shunnarah
Tuyen Le
Jade Winter
Nick Gunter
Delana Turner
Cole Baker
Betsy Conger
Ella Cobbs
Zoe Mihalas
Jackson Deneka
Bob Makazhu
Nneka Okolo
Emma Daughtry
Anne Dobson Ball
Chandler Gallaher

Shenandoah University

Karis Arnold
Mark Isabelle

University of the Cumberlands

Kaylie Grimes
Jacob Blankenship

Warren Wilson College

Ella Schultian





2020-2021 SULLIVAN AWARD RECIPIENTS

The Algernon Sydney Sullivan and Mary Mildred Sullivan Awards have been given out since 1890. The awards were first presented by the members of the New York Southern Society, including former U.S. President Grover Cleveland. The awards, presented annually at more than 70 colleges and universities in the American South, recognize college students and community members of noble character who place service above self-interest.

Alice Lloyd College

Jimmy Brown
Whitney Sizemore

Auburn University

Meredith Sylvia
William Illiano
Steven Brown

Bellarmino University

Mary Daniels
John Sparks

Berea College

Yeong Oh

Berry College

Darryl Delsoin
Rachel Mohd

Campbell University

Tamera Hutchinson
Bob and Pat Barker

Campbellsville University

Jane Wheatley
Rebekah Mobley

Carson-Newman University

Miguel Flores
Jessica Borchert

Catawba College

Teresa Bivins
Earl Given, Jr.
Oryan Malul
Emory McNeely

The College of William and Mary

Corinne Picataggi
Sonia Kinkhabwala
Nicholas Agyevi-Armah

Converse College

Nannie Jeffries
Emilee Panhorst
Kirk Neely

Cumberland University

Gordon and Pat Bone
Paige Curtis

Davis & Elkins College

Samantha Kirk
Douglas Peterson

Duke University

Tatayana Richardson
John Amodeo
Anika Lucaas

Elon University

Jubitza Figueroa
Yannick Twumasi
Sandra Reid

Ferrum College

Alexondra Mattson
Jacob Wilson

Furman University

Austin Green

Guilford College

Moe Reh
Weaver Foundation of
Greensboro

Hampden-Sydney College

Brennan Vaught
Barbara Kiewiet de Jonge
Robert Sabbatini
Rakeem Walker
John Pittman

Hanover College

Leo Camicelli
Noah Joyce

Hollins University

Megan Canfield
Ivana Martinez

Huntingdon College

Lucy Burch

Judson College

Susanna Fowler
Ray Price

King University

Kiayana Roberts
Megan Hagy
W.A. Johnson

Lees-McRae College

Morgan Crowe
Benjamin Herbertz
James Leenhouts

Mercer University

Shailey Shah

Newberry College

D'Zhanya Richards
Pedro Gabriel Campos

Queens University of Charlotte

Sydney Stepney
Judy and Paul Leonard
Taylor Robinson

Randolph-Macon College

Caroline Dwyer
Noah Morgan

Rhodes College

Angye Zamudio
Madison Zickgraf
Marsha Walton

Rollins College

Papaa Kodzi
Jessica Gonzalez

Rust College

Alyssa Julien
Alexus Smith

Sewanee-University of the South

Mandy Pwint Tu
Alexa Fults

Shenandoah University

Holli Phillips
Kaitlyn Shand
Damaris-Lydia Odebode

Tennessee Wesleyan University

Patti Greek
Shane Sewell
Noah Fager
Mattie Cardin

The Citadel

David Allen
Donnetta Battle

Troy University

Martavious Ginyard
Oshea Beckford
Annie Percy

University of Alabama

Eric Harrison
Jacqueline Maye

University of the Cumberlands

Kaelynn Abner
Miguel Reis

University of Mississippi

Tucker Carrington
Randy Pierce
Ainsley Ash
Janice Carr
Chloe Grant

University of Montevallo

Alyssa Williams

University of South Carolina

Isobel Rushton
Adarsh Shidhaye

University of Virginia

Vicki Gist
Lauren Brown
Mazzen Shalaby

Warren Wilson College

Zella Roberts

Washington Adventist University

Marie Kaberamanzi

Washington and Lee University

William Isbell

West Virginia Wesleyan College

Nate Chalmers
Caitlin Cottrell

Winthrop University

Sara McGuire
Jordan Linnen

Wofford College

Price Rainwater
Matthew Newton
Leland Close, Jr. and Gloria Close

Young Harris College

Erin Tozier
Kurt Mueller



◀ MADISON ZICKGRAF

Madison Zickgraf, one of two student recipients of the Sullivan Award at Rhodes College, served as the student director of the Liberal Arts in Prison Program for incarcerated women.



◀ SYDNEY STEPNEY

Sydney Stepney, recipient of the Sullivan Award at Queens University of Charlotte, tutored her peers and was one of the inaugural Racial Justice Fellows for the Charlotte Racial Justice Consortium.



▲ TATAYANA RICHARDSON

Tatayana Richardson received the Sullivan Award at Duke University in part for her faith-based activism, which took her to the U.S./Mexico border in 2019 to better understand immigration issues.

CALENDAR OF Events

2021
2022

Ignite Masterclasses

Fall 2021: September 1-22

Spring 2022: February 15-March 15

These innovative virtual classes allow students to connect and learn from change leaders around the world. Each 75-minute session is free and features a lightning talk on a specific social initiative, followed by networking with peers and coaches in the field.

Learn more and sign up today at sullivanfdn.org/masterclass

Ignite Retreat

Fall 2021: October 8-10

Spring 2022: April 8-10

Asheville and Raleigh, N.C.

This event empowers college students on their path to becoming changemakers. Fun, high-energy workshops will help them understand their passions, clarify the problems they want to solve, and launch projects while receiving mentorship from experienced coaches.

Deadline to register for Fall 2021: Sept. 22

Learn more and sign up today at sullivanfdn.org/ignite

Faculty Gathering/Professional Development

Fall 2021: October 8-10

Spring 2022: April 8-10

Asheville and Raleigh, N.C.

(held in conjunction with the Ignite Retreats)

Through four workshops, faculty and staff in the Sullivan network will be introduced to Foundation programming, learn how to engage undergraduate students in changemaking leadership, and share teaching ideas with their peers.

Meeting: Sullivan Foundation Consortium of Colleges and Universities

October 8-10, 2021

Asheville, N.C. (held in conjunction with the Ignite Retreat)

The inaugural meeting will bring together faculty and staff from across the Sullivan network of partner schools. Participants will receive training to collaborate in the development of new Sullivan programming and courses that will be shared throughout the network.

Issue-Driven Coaching Sprints

Fall 2021: October 11-November 10

In this online program designed for Ignite Retreat attendees, impact entrepreneur Brandi Jordan, founder of Remote Ramblers in Morocco and other businesses, and Danielle Briggs, membership manager of the Public Theater in New York, will coach students in changemaking strategies focused on six issue areas encompassed by the UN's Sustainable Development Goals.

Innovation Opportunity Fair

November 9, 2021

Held during Global Entrepreneurship Week, this free virtual event helps students discover jobs, internships and educational opportunities to create positive change in the world. It's perfect for college students and recent graduates looking for changemaking career opportunities.

Learn more and sign up today at sullivanfdn.org/oppfair



Creating a Caring Economy

In partnership with the Sullivan Foundation, Rollins College keeps fueling positive impact with programs for aspiring social entrepreneurs and changemakers.



Rollins' chapter of Net Impact, an international organization that promotes impact entrepreneurship and sustainability, hosted an event to encourage students to ride bikes on campus.

Photo credit: Scott Cook, Rollins College

“
Our students loved the Ignite Masterclasses. Students emailed me afterwards, noting they had never experienced a virtual platform like that before. It brings the idea of global citizenship to a different level.

— Dr. Tonia Warnecke, Rollins College

BY MEAGAN HARKINS

Lucy Cross, a New York native and high school teacher, moved to Florida in 1879 for health reasons. Little did she know at the time that she would end up founding one of the most prestigious liberal arts colleges in the United States—Rollins College—and helping to transform higher education in the Sunshine State, with the Sullivan Foundation joining as an integral partner half a century later.

Once settled in Daytona Beach, Cross opened the Daytona Institute for children of tourists, offering eight-month courses instead of the usual four months provided in the public schools at the time. During that period, she saw the need for a strong liberal arts college and approached her pastor, Rev. C.M. Bingham of the Congregational Church, in 1884 to help secure funding.

The church formed a committee and received a \$50,000 donation from A.W. Rollins, a Chicago businessman. Founded in 1885, Rollins College, now a Sullivan Foundation partner school, is the oldest college in the state, residing on Lake Virginia in Winter Park, Fla.

As Rollins grew, Hamilton Holt, a journalist, social activist and politician, became its eighth president in 1925, serving for 24 years, and sparked the college's enduring relationship with the Sullivan Foundation. He became friends with George Sullivan, the son of Algernon Sydney and Mary Mildred Sullivan, who was working to establish the Sullivan Foundation in memory of his parents.

Sullivan asked Holt to identify two Rollins students to receive the Algernon Sydney Sullivan Medallion, which was to be “bestowed, not earned.” Rollins' first Sullivan Award winner was Irving Bachellor, who went on to become a novelist and honorary Rollins trustee.

In 1936, the Sullivan Scholars Program was born, a partnership that recognizes servant-hearted juniors and seniors. After 85 years, Rollins students continue writing Sullivan Scholarship competition essays every year, describing how they've honored the values that the Sullivan family championed. The scholarship recipients also receive a one-time monetary contribution to their service work.

Holt continued working with George Sullivan to develop a partnership focused on social entrepreneurship and awarded Sullivan himself the Rollins College Decoration of Honor in 1940. The next Rollins president dedicated the Sullivan House in 1948 in recognition of the Sullivan Foundation's generosity. These spaces have housed classrooms and hosted meetings and services of the Rollins' Circle of Sullivan Scholars as well as other student organizations.

A COMMITMENT TO IMPACT

Meanwhile, the Rollins College list of Sullivan Award recipients boasts a wide range of accomplished changemakers, including one who happened to be world-famous. It was a beautiful day in the neighborhood when Rollins alumnus Fred Rogers received the award in 2001. Rollins' 155 Sullivan Award recipients have also included Sara Jane Renfroe, a program officer with a refugee resettlement agency; children's behavioral therapist Luz Cabrera; Stephanie Sang, a U.S. Peace Corps strategic recruiter; and Camp Viva cofounder Tony Lembeck (see page 22). As part of its commitment to positive impact and creating a caring



Josephine Balzac-Arroyo (middle) and two students in her Strategies for Changemakers course take a break while weeding garden plots around Audubon Park for Fleet Farming, a nonprofit urban agriculture program in Orlando.

Photo credit: Scott Cook, Rollins College

economy, Rollins also provides scholarships for two students and a faculty member to attend the foundation's Ignite Retreats twice a year. The students participate in the retreats during their first or second year on campus in order to make better use of their time as servant leaders on campus. Faculty members note that students come back from the retreats energized and stay in touch with people they meet from other schools. “That really speaks to the way that Sullivan conducts their retreats,” said Dr. Tonia Warnecke, the George D. and Harriet W. Cornell Chair of Social Entrepreneurship and professor and director of social entrepreneurship at Rollins College.



Dr. Tonia Warnecke speaking to her class at Rollins College.

“It's valuable to connect [through the Sullivan Foundation] to a broader network of schools that are prioritizing social entrepreneurship and social innovation.”

—Dr. Tonia Warnecke, Rollins College

“It’s valuable to connect [through the Sullivan Foundation] to a broader network of schools that are prioritizing social entrepreneurship and social innovation,” said Warnecke, a past Sullivan Foundation Social Innovation and Entrepreneurship Faculty Fellow. She feels it is important for schools with different demographics, institutional sizes and resource levels to collaborate with each other and with the foundation itself.

The connections that students and presenters make at Sullivan Foundation events can reap long-lasting rewards. Sarah Ismail, president of Rollins College’s Muslim Student Union, attended one of the Ignite Retreats and has kept in close contact with presenter Arshiya Kherani. Kherani runs Sukoon Active, a sustainable activewear line for Muslim women. Due to their relationship, Kherani’s work was incorporated into Rethinking Fashion, Rollins College’s ethical and sustainable fashion show.

SOLVING WICKED PROBLEMS

Working with the Sullivan Foundation “makes my job easier,” said Melissa Nelson, staff director of Rollins College’s Social Impact Hub, which gives students the tools and resources they need to address local and global social issues. A collaborative effort between Rollins staff members and students, the Social Impact Hub is “committed to developing changemakers by connecting students to opportunities inside and outside of Rollins.” The hub offers curricular and co-curricular programming in social entrepreneurship, social innovation, sustainability and nonprofit organizations.

Students and faculty participate in the hub’s seminars, mentorships, design thinking sessions and community immersion opportunities. Nelson describes the hub as a “creative space on campus for students to work through the wicked problems of the world.”

The Social Impact Hub fosters awareness and education while providing resources for passionate student leaders who want to enact change. Many students opt for environmentally-focused projects—for example, installing floating gardens on Lake Virginia to absorb fertilizer runoff, which is good for both beautification and providing residents with food. Other Social Impact Hub teams have launched businesses manufacturing trash bags from recycled plastic and refurbishing donated shoes for in-need individuals.

Meanwhile, students interested in social entrepreneurship can also mobilize through Rollins’ Net Impact chapter, part of an international organization that inspires, educates and equips individuals to use the power of business to create a more socially and environmentally sustainable world.

“Not everything happens at once, and that’s what we learn with changemaking...There are processes to make change. They take time and effort. They may not be easy, but nothing worth doing ever is.”

—Dr. Tonia Warnecke, Rollins College



Rollins students helped plant 400 wetland plants along the shoreline of North Lake Triplet.

Photo credit: Scott Cook, Rollins College



SPARC Day, held every year at Rollins College, inspires first-year and transfer students to take part in community service projects.

Photo credit: Scott Cook, Rollins College

AN ASHOKA U CHANGEMAKER CAMPUS

Rollins College was recognized in 2012 as an Ashoka U Changemaker Campus, acknowledging its leadership, innovation and commitment to social entrepreneurship. Rollins’ dedication to service is also exemplified through the Center for Leadership & Community Engagement. “It’s important for students to think about service and its role in our lives and have meaningful opportunities to integrate service into both curricular and co-curricular activities,” Warnecke said.

Rollins’ social entrepreneurship department was established in 2018, following the creation of the social entrepreneurship major and minor in 2013. Rollins’ social entrepreneurship major was the first in the world to be accredited by AACSB International, the highest quality standard for global business education.

“Not everything happens at once, and that’s what we learn with changemaking,” Warnecke said. “There are processes to make change. They take time and effort. They may not be easy, but nothing worth doing ever is.”

Warnecke and her team envisioned an opportunity to develop specialized courses. “That has been important for continuing to improve the depth and breadth of social entrepreneurship education here,” she said. Social entrepreneurship is now the college’s tenth largest undergraduate major and eighth largest minor.

Additionally, Rollins’ social entrepreneurship program has been utilizing the Sullivan Foundation’s online Ignite Masterclasses and Skills-Based Sessions. The Ignite Masterclasses highlight changemakers and innovators and have been incorporated into students’ class schedules. Rollins College partnered to co-host the masterclasses in both the fall and spring semesters, including sessions titled “How to Use the SDGs to Localize Innovation” and “Disrupting Harmful Stories of People and Places.”

First held online in Fall 2020 and continued in Spring 2021, the Ignite Masterclasses were a creative pivot from the foundation’s in-person Ignite Retreats and field trips, which had to be canceled due to COVID-19. “It speaks to how innovative the Sullivan Foundation is,” Nelson said. “Some students said that, of all the virtual activities of last semester, those were the most engaging.”

“Our students loved the Ignite Masterclasses,” Warnecke added. “Students emailed me afterwards, noting they had never experienced a virtual platform like that before. It brings the idea of global citizenship to a different level. I’m very grateful to the Sullivan Foundation for having put something like this together, at a time when physical and geographical connection is much more challenging. Providing meaningful opportunities for connection is extremely valuable.”

PAPA VIVA



Past Sullivan Award winner and Rollins College alumnus Tony Lembeck creates a safe haven for families impacted by AIDS.

BY MEAGAN HARKINS

With the world in a frenzy from the mysterious HIV/AIDS epidemic in the 1980s, Westchester County had the third largest rate of infection in New York. Affected parents especially struggled during the summers as they skipped medical appointments and caring for themselves while tending to their kids who were home from school. To create a respite for these families, Camp Viva, an annual sleepaway camp tucked away in southeastern New York, was born.

“Viva” is the Latin term for “life,” notes Tony Lembeck, a founding volunteer for Camp Viva and a 1979 Sullivan Award recipient at Sullivan Foundation partner school Rollins College in Orlando. “It’s all about living,” said Lembeck, who’s also a real estate broker in Savannah, Georgia. “It’s all about life.”

Opened in 1994, Camp Viva was the first HIV-focused family camp in Westchester County and the second in the state. “The whole family is affected by somebody’s infection,” Lembeck said. Putting adults in cabins together, away from their children, not only provides a little breathing room, but also allows friendships to grow beyond AIDS as a shared experience.

Children are strategically placed together by age group, partially for fun, but also to learn about separation. In Camp Viva’s early years, a family unit did not always last with an AIDS diagnosis, as parents often died after one or two summers at Camp Viva and

their children entered foster care or went to live with relatives. “Coping with the impending separation was a very important product of what we achieved,” Lembeck said.

“AIDS and HIV were not discussed at all,” he added. “This was just camp and was run almost exactly as a traditional summer camp runs. Kids learned they could have fun and make friends away from their parents, and, unfortunately, this became a very important life lesson.”

Camp Viva has been a safe haven for families dealing with HIV ever since, a place where they don’t have to face discrimination or hide their health diagnosis. Campers and volunteers alike are treated the same, as if they all face the same health issues. “Just knowing they could be loved, that changed peoples’ lives,” Lembeck said. “We have documented evidence, conversations with people who, once they spent one summer at Camp Viva, stayed on their medicine longer, even if it didn’t make them feel well, because they wanted to be healthy enough to come back to Viva so they could give their kids another summer of camp.”

COLLEGE YEARS

Lembeck, who grew up in a predominantly Jewish community in New York, discovered his love of summer camps as a child attending Camp Tomahawk in New Hampshire. There, he started

out as a camper and later became a counselor, color war general and head of the tennis program.

He moved to Florida to attend Rollins College in the 1970s for tennis and the warm weather. “I became who I am because I went there,” he said. “People can really find themselves at Rollins because it’s a small college.”

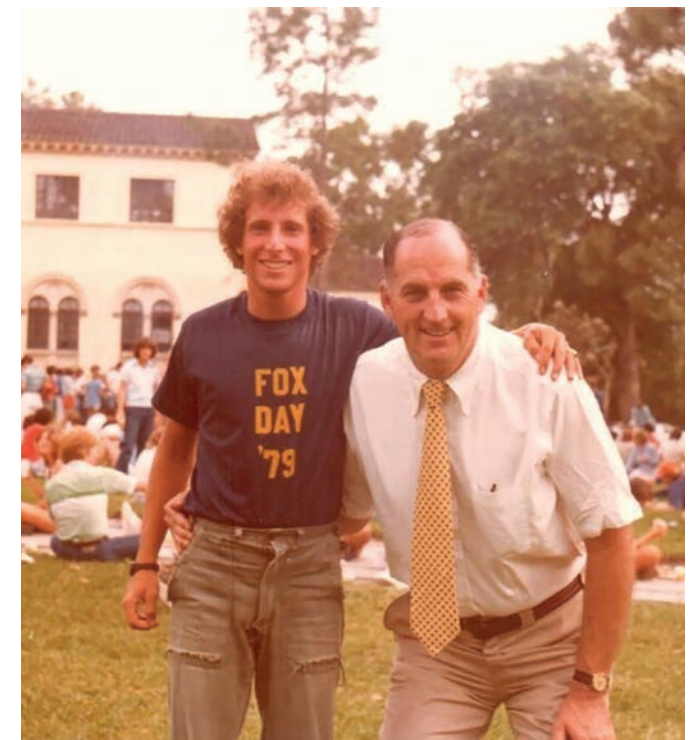
Lembeck spent his afternoons working in the school bookstore and recalls the day when a certain man on a tour of the campus stopped him for a conversation. Lembeck was surprised when that man, Thaddeus Seymour, soon became president of Rollins College and remembered their brief meeting.

From then on, Seymour affectionately referred to Lembeck as his “first friend,” Lembeck said. “Thad was just a regular guy that had been the president of Wabash College, and he was the dean of Dartmouth College before that. He made it very clear to me that there was a side door to his office. I didn’t need to go through the entryway.”

Lembeck used that door on several occasions. “It was [a matter of] having a very important person make me feel nine feet tall,” noted Lembeck, who stands 5’4.

Seymour was a magician, drove an old Volkswagen Beetle, and rode his bike to work. Lembeck, who played guitar and wrote music, invited Seymour to be his opening act prior to local shows on several occasions. Lembeck also became friends with the Seymour family, even escorting Seymour’s daughter to her birthday dinner at Apple Annie’s.

Lembeck considers Seymour his greatest mentor, someone who helped him build up his confidence and navigate failure. “A good mentor makes somebody understand that failing at something doesn’t mean failing at life,” Lembeck said. “Mentoring is one of the most giving things that a person can do because it shows an individual that someone else believes in them.”



Tony and Thaddeus Seymour at Fox Day in 1979

One of Lembeck’s greatest college achievements was helping to form Rollins College’s Jewish Student Union. “When I started college, it was the first time I was in the minority,” he said. The Union’s primary event was a campus-wide Seder, a dinner that marks the beginning of Passover. Lembeck went to the Beanery each year prior to the dinner to meet with the head chef and symbolically kosher the kitchen by cleaning one pan together. Their inaugural event brought in 15 students. By Lembeck’s senior year, more than 100 students joined the celebration.



At the event, Lembeck sat at the head of the table with Seymour by his side. “He saw it as an imperative not only that the campus was nondenominational, but that everybody in the community was treated equally,” Lembeck recalled. “Nobody’s better, nobody’s worse.”

It was Seymour who nominated Lembeck for the Sullivan Award in 1979. “It is one of the big surprises in my life,” Lembeck said. “It was a very proud moment to be able to receive such an honor in front of my parents. It was a shock.”

“Perhaps the award came to me because Thad Seymour and I philosophically believed in openness of equality, that everyone should be the same,” he added.

The community fostered through the Jewish Student Union grew and evolved into the Rollins Hillel, an inclusive, pluralistic campus organization that allows students from all backgrounds to celebrate, explore and deepen their connection to Judaism.

VIVA UNIVERSITY AND THE “LOVE BOMB”

After graduating from Rollins, Lembeck earned his law degree from the University of Miami. But he soon recognized that practicing law meant “too much time behind a desk.” He then entered the family textile business, followed by several years in the theatre business, and, with the guidance of another mentor, real estate.

Early on in his real estate career, Lembeck also became associate director of Camp Cobbossee, a boys’ sleepaway camp in Maine. He eventually partnered in the camp with the owner, who happened to be Lembeck’s former counselor at Camp Tomahawk. When the AIDS epidemic exploded, one of Lembeck’s former campers at Camp Tomahawk began working with a group of 20 governmental, medical and social service agencies to develop Camp Viva. He asked for Lembeck’s creative assistance in developing programming for the new camp. The rest is history.

Everything Lembeck and his team do today at Camp Viva has meaning, including starting every morning together in a circle to represent inclusiveness. Lembeck, known as “Papa Viva,” even leads a high-energy hokey-pokey dance at 7 a.m. from the circle’s center.

“It’s magic,” he said, of seeing campers and volunteers relishing the freedom to just relax and be goofy. “Half of them don’t even know my name is Tony. There are 60-year-old people who only call me Papa Viva.”

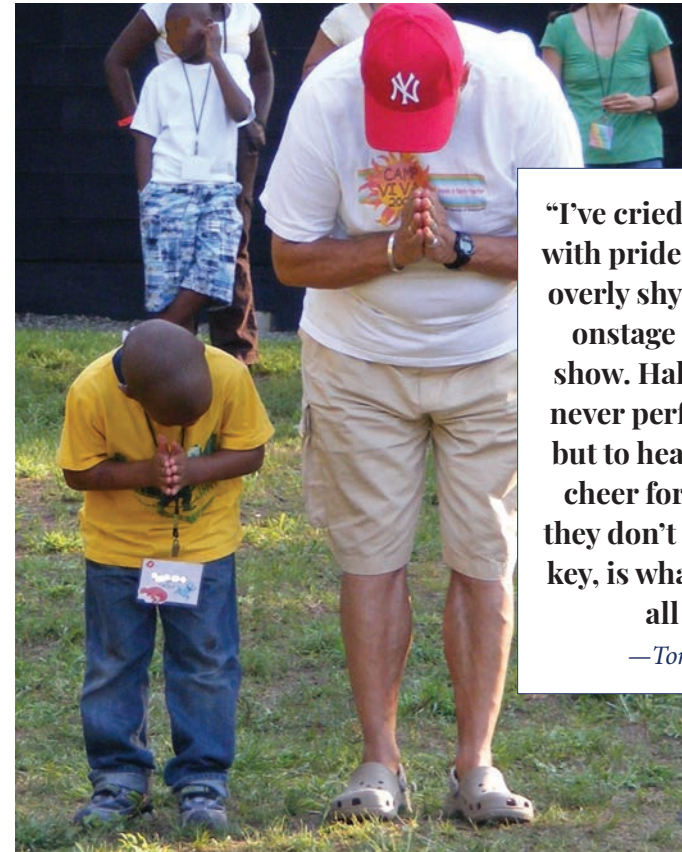
Attendees participate in six daily periods of activities—including sports like tai chi, swimming and boating—or simply reading by the lake or taking part in group discussions or games. Among the fun electives, adults also can choose between educational courses, high ropes, arts and crafts, cooking lessons, medicine-related classes and support groups.

One of the more recent additions to the programming is Viva University for adult campers. At the week’s start, participants are given a syllabus and choose classes based on their own passions and interests. They receive “credit” for these courses, and completion leads to a commencement ceremony. With the “Pomp and Circumstance” theme playing, individuals receive their diplomas in a ceremony that holds great significance for the “graduates” of Viva University.

Many of the adult campers did not complete high school, Lembeck said. During the first year Viva University was offered, just 50 percent of campers signed up, and 80 percent of those graduated. Today, all adult campers participate and graduate from Viva University. “Everybody buys into it,” Lembeck said.

“I can’t even put into words the satisfaction of watching adults, whether they be a 30-, 40-, or 50-something-year-old man or woman, holding up their Viva University diploma and knowing that they achieved something, even symbolically, that had otherwise not been possible,” he added.

Aside from graduation, Lembeck’s favorite activity is the annual talent show: Viva Viva Little Star. “I’ve cried so many times with pride and joy, seeing overly shy people getting onstage for the talent show,” he said. “Half of them have never performed before, but to hear the audience cheer for them, even if they don’t hit one note on key, is what Camp Viva is all about. We call it the Love Bomb.”



“I’ve cried so many times with pride and joy, seeing overly shy people getting onstage for the talent show. Half of them have never performed before, but to hear the audience cheer for them, even if they don’t hit one note on key, is what Camp Viva is all about.”
—Tony Lembeck



“Watching campers and volunteers alike, who may have come to camp not knowing anyone, hugging people like they were raised as siblings after just one week—you can’t put a price on that,” Lembeck said.

OVERCOMING THE STIGMA

“Early on, an HIV infection was more likely a death sentence,” Lembeck said. With the advent of antiretroviral therapy, it’s now considered a chronic illness, but the resulting medical issues cannot be discounted. Negative impacts include diabetes and heart- and lung-related issues. “It is no more important than diabetes, multiple sclerosis or cancer, but it’s no less important,” Lembeck said.

In the camp’s early years, more than 307,000 AIDS cases had been officially reported, with the actual number of infections estimated to be close to 1 million. Today, an estimated 35 million people are living with HIV worldwide. The death rate has significantly dropped because of the growing number of drug therapies available.

While the medical severity has lessened, the stigma of AIDS has persisted, Lembeck said. “In the ‘90s, it was a stigma you wore on your forehead, and people would stay away,” he said. “Nowadays, because more and more people are living with HIV, there is a different reality. However, there is still a social ostracization that requires a safe haven.”

“The importance of Camp Viva has a lot to do with the esteem and the strength that we give them to live their lives,” Lembeck continued. “They get off the bus, and people are cheering for them and showing them the Love Bomb they all come to know. From the

moment the campers arrive, they know that there are people out there who don’t think ill of them.”

Lembeck recalled a camper around his age back in 1994, Camp Viva’s first year. She was extremely sick at the time. Through sheer determination, loving support and the right medicines, she is still alive today and has come to camp every summer, eventually bringing her daughter and later her granddaughter. The woman is at full strength on some visits while physically struggling in other years. But the promised abundant life and friendship she has found at Viva is a bright light that has kept her going for 27 years and counting.

Lembeck also recalled bringing his own young daughters to camp one summer in the late 1990s and sending them to bunk with kids their own age. One of the young campers had been born to an HIV-positive mother, and the virus had been passed to her. She faced a life expectancy of about five years, and her mother died young. But the girl surpassed all expectations, was raised by her grandmother, and kept returning to camp for years. She is now 32 years old, Lembeck said, with a family of her own and an almost zero viral load, thanks to modern medicine.

Lembeck said he hopes these stories of friendship can help dispel preconceived notions about people with HIV and make the public more receptive to others’ experiences. “The most important thing anybody can do is listen,” he said. “The most important thing anyone can do when listening is to realize everybody’s experiences are different.”

To learn how you can get involved with or provide financial support to Camp Viva, contact campvivatteam@gmail.com.



“The importance of Camp Viva has a lot to do with the esteem and the strength that we give them to live their lives. They get off the bus, and people are cheering for them and showing them the Love Bomb they all come to know.”
—Tony Lembeck

A Beautiful Journey

With the Rust Innovation Lab, Eric Johnson has taken his first steps on the road to amplifying black voices, and he's bringing his fellow Rust College students along for the ride.

BY MEAGAN HARKINS

Students across the nation could not escape the bad news in mid-2020, as they were sent back to their hometowns to quarantine during the pandemic. Television sets, Twitter feeds and family conversations were consumed by the movement for equality unfolding across the U.S.

But Rust College senior Eric Johnson, a mass communications major, did not give into despair. Instead, he spent that summer brainstorming ideas to lessen inequality and provide positive growth opportunities to his peers. He started by conceptualizing the Rust Innovation Lab (RIL) on the Rust College campus in Holly Springs, Miss. Now his changemaking journey has begun in earnest.

Launched this spring with support from the Sullivan Foundation, the RIL offers programming to boost students' leadership skills and equip them to get their own ideas off the ground, whether it's a business, movement, organization or product. The lab's pre-recorded interviews with relevant individuals, discussion sessions and practical resources are now offered through the historically black college's programming.

Johnson emphasizes to students that the project's leadership programming is meant "not to change you, but to elevate the skills you have." The concept, he said, sprang from the question, "How can I meet people where they are?"

"People's experiences and thoughts are only limited to what they have experienced," Johnson said. "You can't fault somebody for not having ideas [for change] because they weren't exposed to certain experiences. So we're trying to work on cultural scenarios to allow them to get exposed to how things are done in urban areas."

AMPLIFYING BLACK VOICES

The seed for service was planted in Johnson early on. He began going on annual church mission trips at the age of eight, traveling the U.S. to paint houses, tear down old buildings and do yard work. He tagged along on the trips with his older cousins, creating a network of friends nationwide during his travels.



Sullivan Foundation partner school Rust College is a historically black college located in Holly Springs, Mississippi. Photo credit: Meagan Harkins

An only child, Johnson was raised by his aunt and surrounded by cousins. He says his grandmother's strong leadership has inspired him. It takes a village, though, as countless coaches, teachers and mentors have also invested time in Johnson over the years, and he does not want to let them down.

Johnson has now become a mentor to others, serving as president of Rust's Student Government Association and as a Sullivan Ambassador. His involvement with the Sullivan Foundation began as a freshman through study-abroad and Ignite Retreat experiences. Attracted to the idea of actively trying to improve a community, Johnson says his service work largely shapes his daily time commitments and thought processes.

Johnson wants to help his peers better understand their value to society and their capacity to make a difference as well as the gifts of their culture. Presently focused on amplifying black voices, Johnson's ultimate mission is to serve other unheard populations, such as women and the LGBTQ+ community. He also hopes RIL's programming will facilitate public-forum conversations that have decreased in popularity in recent years due to quick information-gathering from social media or websites.

"You have to be able to use what you have to build up and make an infrastructure wherever you can."

—Eric Johnson,
Rust Innovation Lab

Eric Johnson created the Rust Innovation Lab to amplify black voices and, over the longer term, to improve the lives of women and the LGBTQ+ community.

Photo credit: Meagan Harkins

Taking inspiration from Amplify, a speaker series developed by Harvard University and Yale University, Johnson asked the Sullivan Foundation to work with him on the initiative. The Foundation provided funding and access to speakers for the project. Prominent speakers and large companies do not often reach out to smaller schools, so Johnson believes that, as he grows this network of social change leaders, the nation will hear a lot about Rust College graduates in the coming years, as their untapped potential begins to shine through.

Additionally, the RIL has hosted a Rust College campus leadership summit with sessions that included case studies to build critical thinking and decision-making skills, an examination of prominent black leaders' contributions to society, and an interview with new Rust College President Dr. Ivy Taylor to learn from her experiences. Atlanta political activist Stacey Abrams also spoke to the summit virtually.

The RIL also began offering online resources near the end of the spring semester. Johnson is planning more workshops and sessions, including a three-part series to help participants cultivate their skills, build out their ideas and empower their communities.

Most exciting to Johnson is the core value underlying impact entrepreneurship. He sees it as an opportunity to inspire change, identifying a community problem and working to improve the lives of the people affected by the problem. "You have to be able to use what you have to build up and make an infrastructure wherever you can," Johnson said.

As the RIL grows, Johnson hopes to prove that any individual can compete and excel even while living in a small town. He also plans to pursue his master's degree and work for a corporation through which he can make a positive community impact. "I want to be on the news every other day for trying to help people," he said.

Through the RIL, he says, "I hope to see more people turn their thoughts into ideas that are put into practice and not be afraid to fail. It's the beginning of a beautiful journey."

"Our school is in a position to have a fresh start with our new president," he added. "They're investing more in the students. It's the perfect time to try everything now—and not wait—and if it fails, we tried. If at least one person gets it, that's all that matters."



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