A new Dayton Foundation initiative
Neighborhood School Centers

A new, major initiative of The Dayton Foundation will put Dayton public elementary schools at the center of rebuilding neighborhoods, while also working to improve the lives of kids and families.

“As a community, we have an extraordinary opportunity at hand,” said Charles Jones, member of The Dayton Foundation Governing Board and chair of the Oversight Council of community representatives who oversee the work of the initiative. In responding to this opportunity, he said, “We are guided by the overriding belief that if neighborhoods thrive, kids will thrive. Neighborhood school centers will lead to better neighborhoods, stronger families and better students.”

With the help of a funding collaborative comprised of foundations, corporations and hospitals, Edison, Fairview, Ruskin, Patterson-Kennedy and either Allen or Webster elementary schools have been identified as pilot sites for neighborhood school centers. Children and adults will be able to come after school and on weekends for programs ranging from homework clubs to community gardening and family wellness classes.

“This effort brings together neighborhood schools and relies upon a partnership of Dayton Public Schools, the University of Dayton, the City of Dayton and Montgomery County, along with a collaboration of funders, including The Dayton Foundation, to provide the catalyst for these first five neighborhood school centers,” said Michael M. Parks, president of The Dayton Foundation.

Approximately a third to a half of the children who attend Dayton Public Schools lives in poverty, according to 2000 U.S. Census data.

Nationally, the Neighborhood School Centers Project is part of a growing trend to establish public schools as centers for after-school academics, social services and even medical care. Neighborhoods benefit through improved safety and stronger community pride and engagement, according to a national study by the Coalition for Community Schools (CSS). Students who attend these types of schools tend to have improved grades and proficiency test scores, better attendance and reduced behavior and discipline problems, according to the CSS.

The Dayton Foundation secured $385,000 in funding.

Members of Edison Elementary School’s choir, performing at the January press conference announcing the Neighborhood School Centers Project.

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Former NCR Chairman William S. Anderson
Longtime donor is catalyst for innovation

William S. Anderson, former chairman of NCR and longtime Dayton Foundation donor, has been described as decisive, elegant and straightforward in numerous national and international publications.

He also is a survivor. From fleeing the invasion of Japanese armies on his hometown of Hankow, China in 1937, to surviving four years as a World War II prisoner of war, to leading one of the world’s most well-known companies back to health, Mr. Anderson has faced overwhelming challenges with strength, fortitude and wisdom.

It was similar determination that helped fuel the growth of The Dayton Foundation in the early 1980s, when he, along with his wife, Janice, created The Dayton Foundation’s first donor-advised fund.

At that time, Frederick C. Smith, emeritus member and former chair of the Foundation’s Governing Board, and Frederick Bartenstein III, former director of the Foundation, were setting the stage to take the Foundation from virtual obscurity, with less than $5 million in assets,
Anderson continued

to a truly modern community foundation designed to assist a broad cross section of donors and to benefit the entire Miami Valley region.

“Bill Anderson was and is a catalyst for innovation in Dayton, most particularly with the establishment of his and his wife’s advised fund, a key event in the rebirth of the Foundation during the 1980s,” said Michael M. Parks, president of The Dayton Foundation. “Thanks to his visionary thinking and his example, the Foundation now has among its 2,200-plus funds, more than 100 donor-advised funds representing over $20 million.”

“The benefits of establishing an advised fund far outweigh the hassles and regulations of setting up a private foundation,” Mr. Anderson recalled. “And best of all, The Dayton Foundation does all the work for me. Initially this included researching non-mainstream organizations that do good work but need financial support.”

According to Fred Bartenstein, who worked extensively with the Andersons in creating their fund, Mr. Anderson was one of the first major stakeholders in the “new” Dayton Foundation that he, Fred Smith and the Governing Board were formulating at that time.

“By establishing this donor-advised fund, Mr. Anderson gave the Foundation his Good Housekeeping Seal of Approval, so to speak,” Mr. Bartenstein said. “This was an important first step in getting other donors to recognize the value of the Foundation and, ultimately, helping the Foundation take a stronger leadership role in the community.”

Through the William S. and Janice R. Anderson Fund (donor-advised), as well as their Charitable Checking Account (established in 1986), the Andersons have provided more than $1.6 million to charitable organizations in Dayton and throughout the United States. Their grants reflect their broad philanthropic interests, particularly in the arts, health, social services and education.

In many ways, Mr. Anderson brought a radically new way of thinking, not just to NCR and The Dayton Foundation, but to Dayton as well.

“While the general sentiment regarding downtown Dayton in the late 1970s and early 1980s was ‘the last one to leave, turn out the lights,’ Bill Anderson was there to help spearhead major efforts to keep the city alive and moving forward, particularly in the arts,” Fred Bartenstein recalled.

“Dayton always has been fortunate to have a rich and diverse arts community,” Mr. Anderson said. “But funding from private sources was very competitive.”

To help resolve this situation, he and Virginia Kettering established The Dayton Performing Arts Fund in 1974 as a way of managing and distributing private, charitable funds. Today the fund is part of Culture Works, the largest private source of general operating support for the performing arts in Greater Dayton.

“The creation of this fund (Culture Works) showed immense foresight and understanding of our community,” said Denise Rehg, president and CEO of Culture Works, which currently is celebrating the fund’s 30th anniversary. “The level and quality of the arts in Greater Dayton today is an outcome of such thoughtful and active leadership.”

Since his retirement from NCR in 1989, Mr. Anderson has continued to lend his profound leadership skills to several U.S. and Japanese companies. He also has chaired or served on the boards for numerous local, national and international organizations, most notably the Smithsonian Institution’s National Board, the Smithsonian Institution’s Quadrangle Committee, the National Foreign Trade Council, The Asia Foundation, the Asian Institute of Management and the Dayton Council on World Affairs.

Although he and his wife, Janice, moved to California nine years ago, the Andersons continue to use The Dayton Foundation to facilitate their charitable giving.

“We believe in the good work of The Dayton Foundation,” Mr. Anderson said. “I strongly encourage others to give through The Dayton Foundation, which makes such a difference to Dayton.”

According to Mike Parks, “the Andersons’ generosity and utmost compassion for the future well-being of this community will be felt for years to come, not only because of their two funds, but also because of a legacy gift that one day will come to the Foundation.”

“I believe that you should give back to society what you get from it,” Mr. Anderson said. “Instead of leaving a large percentage of your estate to the IRS, why not do something good with your money? We should all give to those who need it most.”

Visit The Dayton Foundation’s website for these recently added features:

**New Foundation Publications**, including the 2003-2004 Report to the Community and brochures offering helpful information about charitable giving and the Foundation’s services for donors, professional advisors, not-for-profit organizations and other charitably-minded individuals.

**www.daytonfoundation.org/publications.html**

**Tour Donor Express**, the Foundation’s free, secure, online service that allows donors to view account or fund information and to recommend grants to charity: www.daytonfoundation.org and click on Access Your Fund or Account in the left menu bar.
A Dayton Foundation Governing Board Member Charles Jones said in our page one article, we have before us an extraordinary opportunity for collaboration.

The Neighborhood School Centers Project is a Dayton Foundation initiative that our Governing Board debated thoroughly and deliberately before voting to undertake it. Fully aware of the complexity and challenges of the project, the Board made their decision, because they believe it is so vitally important for Dayton and the region.

An exceptional set of circumstances came together to present this opportunity to our community. With the rebuilding of many of Dayton’s public schools and with their mandate to make these schools true neighborhood centers, we have an exciting community-wide effort before us that can lead to the revitalization of entire Dayton neighborhoods. This will benefit children, families and, ultimately, the entire Miami Valley region.

Our piece of the funding would not have been possible without Foundation donors who had established funds with no restrictions. By doing so, they entrusted to the Foundation’s Governing Board the decisions regarding where their charitable dollars could be best used to alleviate the most pressing community needs.

Because of this, the Foundation was able to dedicate $50,000 from donors’ unrestricted funds to a grant to the Neighborhood School Centers Project. This made it possible...

...WE HAVE AN EXCITING COMMUNITY-WIDE EFFORT BEFORE US THAT CAN LEAD TO THE REVITALIZATION OF ENTIRE DAYTON NEIGHBORHOODS... AND, ULTIMATELY, [BENEFIT] THE ENTIRE MIAMI VALLEY REGION."

For the Foundation to then leverage its financial commitment and bring together a collaboration of foundations and other organizations to secure a total of $385,000 for the planning phase of the effort.

We cannot thank enough these 13 funding partners (see below), our four other community partners – Dayton Public Schools, the University of Dayton’s Fitz Center, the City of Dayton and Montgomery County – and the 25 community leaders who stepped forward to be part of the project’s Oversight Council, headed by Charles Jones. In just the pilot phase of the project, the collaboration will impact five Dayton elementary schools and thousands of people in the schools and surrounding neighborhoods.

I want to take a minute to talk about what we call “unrestricted funds,” because currently they are a fraction of the Foundation’s charitable assets.

The impetus for this project is neighborhood development,” said Dick Ferguson, executive director of the University of Dayton’s Fitz Center. “We’re seizing the opportunity to strengthen neighborhoods and families through the rebuilding of schools.”

Funders of the Neighborhood School Centers Project include the Antioch Company, Children’s Medical Center, Culture Works, The Dayton Foundation, DP&L Foundation, Fifth Third Bank, Grandview Medical Center, the Iams Co., the Iddings Foundation, KnowledgeWorks Foundation, MeadWestvaco Foundation, NCR Corporation, Premier Health Partners, United Way of the Greater Dayton Area and the University of Dayton.

Community partners include The Dayton Foundation, Dayton Public Schools, the University of Dayton’s Raymond L. Fitz, S.M. Center for Leadership in Community, the City of Dayton and Montgomery County.

Just over 7 percent of the Foundation’s more than $235 million in assets under management are in “unrestricted funds.” They form the basis for our discretionary grantmaking program (see page 7), as well as our community leadership initiatives. The need for additional unrestricted dollars from donors is great, as we look at the many opportunities and challenges that are before the Greater Miami Valley region.

We thank all of our donors who have understood this need and have entrusted us with unrestricted funds for the region’s good—and all Foundation donors, who care so much about charitable causes and this special community in which we live.
Establishing a strong foundation for our community’s future is a vision shared by donors who have endowed funds at The Dayton Foundation. Donors have started 21 new endowment funds recently to support our region and their special charitable causes, now and in the future.

The American Lung Association Legacy Fund, Dayton, Ohio will further this organization’s mission to fight lung disease and to promote lung health through programs, advocacy and research.

Anonymous Fund #20 will provide unrestricted funds to assist Yellow Springs Senior Citizens, Inc., in their mission to help older citizens lead independent, healthy and productive lives and to have meaningful involvement in the community.

The Joseph and Gail Deering Family Foundation will perpetuate the Deering family’s support of worthy community activities, especially in the areas of educational scholarships and stroke-recovery research grants. Joseph Deering is the former CEO of Phillips Industry and the retired president of PMI-FEG, Hobart. The Deerings currently own and operate a horse farm near Pinehurst, NC.

The Waverly Glover Scholarship Fund will assist African-American students pursuing a business or accounting degree at Central State or Wilberforce Universities. Waverly Glover is a retired certified public accountant.

The Vincent C. and Wendolyn W. Lewis Charitable Fund supports the many charitable interests of its originators, Vincent Lewis, president of Hyde Park Electronics, and his wife Wendolyn.

The Lima Blues Committee Endowment Fund will award scholarships to graduating Lima High School music students who plan to major in music at an accredited institution of higher learning.

The Ellen C. Malahy Fund will provide grants for activities that give pleasure and enrichment to the residents of the F.F. Mueller Residential Center in Springfield. Helen Malahy Morris established this fund through a bequest in memory of her sister, Ellen C. Malahy.

The Josephine Foundation will generate unrestricted income to help perpetuate this organization’s mission to honor America’s air and space pioneers.

The National Aviation Hall of Fame Endowment Fund will provide unrestricted income to help perpetuate this organization’s mission to honor America’s art teacher at Herman K. Aukerman Middle School for 25 years. Scholarships are to be awarded to high school seniors who attended Holy Family Elementary School and who are planning to attend Wright State University to earn a degree in teaching.

The Soin Family Fund accommodates the charitable giving wishes of Rajesh Soin, a former member of The Dayton Foundation Governing Board and founder, chairman and CEO of Soin International, and his wife Indu.

Dr. John C. and Marjorie L. Stahler Family Fund serves to remember Marjorie Stahler by providing unrestricted income for six designated charities. Dr. John Stahler, a retired anesthesiologist, established the fund.

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Donald Collett didn’t work to live. He lived to work, since he knew thousands of families relied on him to deliver propane to heat their homes – a life-or-death matter during the cold and treacherous Miami Valley winters.

“When I was little, he’d come home, eat dinner, spend time with me, tuck me into bed and then go back to work until 1 or 2 a.m.,” said Jane Newton, daughter of Donald and Virginia Collett and president of Collett Propane, the Greene County business her father co-founded in 1952.

“Sometimes he’d drive back and forth to Enon three times a day to pick up fuel for our drivers. Then he’d get up the next morning to cheerfully do it all again, six days a week.”

Her father’s work went beyond delivering propane. “He wanted to make sure that every one of his customers had enough fuel to be safe, warm and secure when they went to bed,” she said. “His whole purpose in life was helping people.”

Mr. Collett, who passed away in 2004, even helped his propane customers with household problems, such as a broken furnace or plumbing troubles. “He’d work with someone for two or three hours, if that’s what it took,” Ms. Newton said. “He wanted to make sure the problem got taken care of.”

Because of Mr. Collett’s love and concern for his customers, the business prospered, and Mr. and Mrs. Collett felt compelled to share their success with others. Ms. Newton said. They chose to work with The Dayton Foundation, establishing two endowed funds in 1999.

The Collett Family Fund for Sharon United Methodist Church supports programs and services of the church, located in Wilmington, which the Colletts have attended all their lives. The Collett Family Scholarship Fund in Honor of the Classes of 1938, 1940 and 1942 awards a $3,000 scholarship annually to a Waynesville High School graduate attending a college or university. This fund honors Mr. Collett and his brothers, Charles and Gene, all Waynesville graduates.

The Colletts also established a Charitable Checking Account through the Foundation in 1998. Together, their three funds have awarded more than $224,000 to charitable organizations and for scholarships.

“Dad served on just about every church committee there was,” Jane Newton said. “People saw him as the ‘keeper of the church,’ since he made sure the doors were open, the heat was turned up and the lights were turned on every Sunday.”

Mr. Collett thought scholarships were important because he understood the financial commitment required for a college education, according to Ms. Newton. “Dad worked full time when he was in high school and 60 hours a week in the summer. He wanted to make things easier for others.”

Mrs. Collett worked alongside her husband every day until Mr. Collett died at the age of 84 as a result of an auto accident this past November. It happened while he was doing what he loved: running an errand for the propane business. More than 700 people attended Mr. Collett’s viewing.

“One woman told me, ‘You can’t imagine all the wonderful things your dad did for me and my husband,'” Ms. Newton recalled. “Until then, I didn’t know that my father had helped this family. He touched a lot of people. Through The Dayton Foundation and these funds, his legacy of helping this community will continue.”

Ellen S. Ireland Named to the Governing Board

Ellen S. Ireland, a lifelong Dayton-area resident, has been appointed to serve a five-year term on The Dayton Foundation Governing Board.

A member of the Foundation’s Marketing and Public Relations Committee since 2003, Ellen Ireland has more than 20 years of experience in the fields of finance and health care.

In her community activities, Ms. Ireland is a member of the boards of Oakwood Schools Education Foundation and Southminster Presbyterian Church and is an emeritus board member of theYWCA of Dayton. An alumna of Leadership Dayton, she previously has served on the boards of the Alliance for Education, Suicide Prevention Center, and the Oakwood Schools Business and Superintendent’s Advisors. An active volunteer at the World of Wonder (WOW!) Charter School in Dayton and Harman Elementary School in Oakwood, she values the importance of education in Dayton’s growth and vitality.

Ellen Ireland is a graduate of the University of Miami and resides in Oakwood with her husband, Jeff Ireland, and their two daughters.
Tips on Charitable Giving: Foundation service simplifies company charitable giving programs

Thousands of Miami Valley individuals and families have discovered how to make their charitable giving more convenient, effective and tax-wise, thanks to The Dayton Foundation’s Charitable Checking Account Service. Now a number of local business leaders are seeing the merits of having an account for their companies.

Several local businesses have opened Charitable Checking Accounts as a way to manage their charitable giving, as well as to support their employees through matching gift programs. One significant advantage of this is that a company can contribute to its account in profitable years, and then distribute grants to charities in years when profits may be down. This enables the company to maintain its charitable presence in the community from year to year and provide for its employees’ favorite charities.

Other companies, including The Dayton Foundation, have set up employee Charitable Checking Accounts to encourage workplace giving. By pooling their contributions, the employees can have a greater impact for a charity and represent the company positively in the community.

While companies may use the Charitable Checking Account differently to achieve their goals, they all agree that the Service makes their giving to charity easier and more efficient. Companies no longer have to waste valuable time verifying an organization’s 501(c)(3) public charitable status. The Foundation does this, plus issues the grant checks, keeps accurate records of contributions and provides a single statement for the company’s tax-reporting needs. And best of all, it’s free.

The Dayton Foundation has eliminated all the hassles of unwanted paperwork by enabling the entire process to be handled electronically through the Foundation’s web site. Opening an account can be done online, anytime at www.daytonfoundation.org/ccintro.html, with the Foundation’s secure application forms. Also, companies can direct grants online and access up-to-date account information, including account balance, and gift and grant history, through Donor Express, the Foundation’s secure, password-protected service.

For more information about the benefits of a Charitable Checking Account for your company, call me, Joe Baldasare, at (937) 225-9934, or e-mail me at jbaldasare@daytonfoundation.org.

Ask us

If you have a question that you would like answered in a future issue of Good News, please contact Chris Smith at (937) 225-9938 or by e-mail at Csmith@daytonfoundation.org.

By Joe Baldasare, vice president, Development

The Dayton Foundation News

Governing Board Members Receive State and Local Awards

Dayton Foundation Governing Board Members Leo E. Knight, Jr., Fred C. Setzer, Jr., and Fred E. Weber were honored recently with local and statewide awards for their outstanding community service, philanthropic endeavors and professional achievements.

In November Big Brothers/Big Sisters of the Greater Miami Valley recognized Leo E. Knight, Jr., chairman and CEO of National City Mortgage Co., as one of the organization’s 2004 Three Hundred & Four honorees. Big Brothers/Big Sisters initiated the prestigious awards program in 1969 to convey at least 300 people to pay tribute to four Ohioans for their professional success and for their service to the community.

In addition to serving as a member of the Foundation’s Governing Board since 2002, Mr. Knight has served on the boards of numerous local organizations, including the United Way of the Greater Dayton Area, the Dayton Fund for Home Rehabilitation, the Arts Center Foundation and the YMCA of Greater Dayton Area, as well as several national associations.

Fred C. Setzer, Jr., vice chair of the Foundation’s Governing Board and chairman of the Setzer Corporation, also was honored in November to receive the award for Outstanding Volunteer Fundraiser of the Year. The honor came from the Miami Valley Chapter of the National Association of Fundraising Professionals and was presented during the National Philanthropy Day Awards ceremony.

For more than 25 years, Mr. Setzer has offered his volunteer service and fundraising leadership to more than a dozen local not-for-profit organizations, including Sinclair Community College Foundation, the Dayton Art Institute and Boy Scouts of America. He also has spearheaded successful fundraising campaigns for the Wright State University Department of Athletics, Hospice of Dayton and the YMCA of Greater Dayton Area.

Prevent Blindness Ohio recently honored Fred E. Weber, president and chairman of Weber Jewelers, Inc., for his community service and philanthropic leadership. In October the organization presented Mr. Weber with its Fourth Annual People of Vision Award at a dinner hosted by Sinclair Community College and Dr. Ned Sifferlen, former president of the college.

In addition to serving as a Governing Board Member for The Dayton Foundation since 2001, Mr. Weber has served as chairman of the boards of numerous local organizations, including Premier Health Partners, Miami Valley Hospital, Wright State University and the CityWide Development Corporation. Mr. Weber also is a former Dayton City commissioner.

Board Member Appointed University’s Assistant Dean and Receives Local Award

Gary L. LeRoy, M.D., Dayton Foundation Governing Board member since 2004 and medical director of East Dayton Health Center, has been appointed assistant dean for Minority and Student Affairs at Wright State University’s School of Medicine. A graduate of the School of Medicine, Dr. LeRoy joined the faculty in 1991 and currently is an associate professor of Family Medicine.
The Dayton Foundation Governing Board recently approved discretionary grants totaling $31,042 to 10 charitable organizations within the Miami Valley. These grants, made possible by donors who have placed no restrictions on their endowed funds, help the Foundation to address summer needs in our community. Discretionary grants represent a small portion of the more than 15,000 grants ($30+ million) awarded to charities annually from Foundation funds, as directed or advised by donors.

**Aullwood Audubon Center and Farm**
The Foundation awarded a $50,000 grant over two years to help fund the Center’s capital campaign to renovate and expand the farm complex. The complex includes 12 buildings, crop fields and pastures, fencing, waterlines, walking trails and roadways. New educational programs and interpretive displays also will be added.

**The Dayton Foundation in Greene County**
A $15,200 grant to the Center to fund their endowed funds, help the American community. They established the Herman and Nancy Williams Scholarship Fund to award scholarships to junior or senior college students who are members of the Dixon United Methodist Church (where the Williamses have worshiped for more than 20 years).

They are both retired, she as a former educator with the Dayton Board of Education and he as a former chief master sergeant with the United States Air Force. With little money to spare then, the Williamses found part-time employment to help raise money for their fund. To date, the fund has awarded more than $21,000 to deserving students. “Education is very important to us. Every little bit of money can help these students get ahead in life,” Mrs. Williams said. “One of our recipients currently is in medical school. It makes us feel good to know that we’ve had a hand in helping this young man follow his dream.”

**The Donor Next Door**
When the African-American Community Fund was established through The Dayton Foundation in 1991, Herman and Nancy Williams saw it as a challenge to help inspire the philanthropic spirit in the African-American community. They established the Herman and Nancy Williams Scholarship Fund to award scholarships to junior or senior college students.

**Clothes That Work!**
To reduce excess inventory of donated clothing and to generate additional revenue, Clothes That Work! will open a resale clothing boutique, thanks to the support of a $10,000 grant from The Dayton Foundation. The boutique also will provide valuable work experience in a retail environment for individuals on public assistance.

**Dayton Society of Natural History**
To help fund renovations to the SunWatch Indian Village visitor center and museum, including adding a second floor for multipurpose classrooms, office space and a kitchen, the Foundation awarded a $10,000 grant.

**Easter Seals Goodwill Technology Resource Center**
The Foundation awarded a $12,000 grant for the preservation and promotion of the region’s rich aviation heritage. A S12,000 Dayton Foundation grant was awarded to help match federal funding.

**Camp Fire USA Greater Dayton Council**
The Dayton Foundation awarded a $5,000 grant to assist the Council in providing recreational and educational programs for low-income youth at the Huber Heights Southwest Neighborhood Center.

**United Way of the Greater Dayton Area**
The Dayton Foundation awarded a $5,000 grant to help stimulate new and increased gifts to the United Way Campaign through a challenge grant program. Challenge grants will fund programs and projects that address new and emerging community needs.
Teachers Bring Cuba into the Classroom
thanks to Foundation grant

"Gracias para el regalo," or "Thanks for the gift!"
That's what CITYFOLK is saying to The Dayton Foundation in response to an $8,000 discretionary grant for the Hispanic Folklows workshop, “Cuba: Times of Transition.” The workshop was part of CITYFOLK's Connecting Through Culture teacher-education program.

The grant represents part of the Foundation’s continuing commitment to promoting diversity and cultural awareness in the community.

The program grew out of the organization’s strategic education initiative. By using art, particularly folk art, CITYFOLK provided teachers with valuable teaching tools to help them reach out to students who are at risk of dropping out of school or for whom English is a second language.

"Teachers learned how the artistic process works and how folk art can be applied in the classroom," said Dave Barber, director of programs and marketing for CITYFOLK.

"By exploring cultural and historical themes in Hispanic and Latino art, teachers also learned how to help students identify universal themes, patterns and symbols found in all cultures."

During the two-day workshop, 25 K-12 grade teachers from the greater Dayton area learned about Hispanic folk art, literature, religion, music and food, as well as how to integrate these ideas into the classroom to teach cultural diversity to their students.

According to Mr. Barber, the Connecting Through Culture program also is designed to help eliminate cultural barriers.

“The enormous continuing growth of Hispanic and Latino populations in our region and around the country certainly was a factor (in presenting the workshop),” he said.

“The workshop was so personal and interactive,” said Bill Steinmetz, an eighth grade English and reading teacher at Dayton's Fairview Middle School.

Incorporating what he learned into his classroom, Mr. Steinmetz introduced his students to Cuban writers. He also used cryptic messages embedded in songs of resistance by Cuban artists, as well as by modern artists, such as Bob Marley and Tracy Chapman, to teach similes and metaphors.

The students studied Cuban poetry and wrote their own songs from the perspective of Afro-Cuban youngsters in times of oppression,” he said.

"The teachers’ immediate response to the program was overwhelmingly positive," Dave Barber said. "Our next step is to measure the impact of lesson plans developed from and influenced by the workshop."

"The workshop was fabulous... one of the best I’ve ever attended,” — Bill Steinmetz, teacher