



PENCIL

2020-2021
Annual Report

From our President & CEO

As the primary recruiter of resources for Metro Nashville Public Schools, we spent these “unprecedented times” rolling up our sleeves and doing what we do best: assessing needs, getting creative with our resources, and growing our network to put more boots on the ground. I could not be more proud of the ways PENCIL staff, leadership, volunteers, and community partners rose to the unpredictable challenges of 2020-2021.

We hosted more volunteers than ever, welcomed more new individual investors, secured more funding from long-time investors, launched a successful endowment campaign, and grew our roster of PENCIL Partners month over month. We saw a year of extraordinary need transform into a banner year for community support.

Our success as an organization is built on strong relationships with the local business and civic communities and our public education leaders. I am so grateful for our transparent and collaborative relationship with Dr. Adrienne Battle, our Director of Schools. None of our work would be possible without her chiefs’ involvement in our initiatives and her thoughtful collaboration in ensuring that our efforts align with the district’s strategic needs.

I truly believe that public education is everyone’s business, and community support is essential to our students’ short- and long-term success. We all have a responsibility to assure that our public schools are equipped with the tools, talent, and resources for our children to learn and grow into tomorrow’s neighbors, employees, parents, and leaders.

The outpouring of investment over the past year has shown us that you believe that, too. It’s an honor to present the achievements and milestones packed into our 39th year of support for Nashville’s students.

We’ve come so far in (almost) four decades, and we can’t slow down now. Our young people and educators need us more than ever.

A handwritten signature in black ink that reads "Angie Adams". The signature is written in a cursive, flowing style.

Angie Adams, President & CEO

2020-2021 Board of Directors



Executive Team: (L-R) FY21 Chair: Brandyn Payne; FY22 Chair, FY21 Vice Chair: Norman Merrifield; FY21 Immediate Past Chair: Thomas Burns; FY21 & FY22 Treasurer: Juan Williams; FY21 Secretary: Hasina Mohyuddin; FY22 Vice Chair: Wes Payne; FY22 Secretary: Robyn Williams.

Chuck Abbott, Gray Line Tennessee
 Kasar Abdulla, Valor Collegiate Academy
 Brittany Adams, Dollar General
 Todd Batson, USI
 Craig Bledsoe, Lipscomb University
 Stephanie Bonner, Bank of America
 Beth Brill, HCA Health Care
 Thomas Burns, Belmont University*
 Sheila Calloway, Davidson County Juvenile Court
 Erin Coleman, Yad Consulting; Law Offices of Erin Coleman
 Lance Couch, DPR Construction
 Allen DeCuyper, Parks Realty
 Josh DePriest, Rogers Group
 John Doerge, Deloitte
 Haley Eakin, Anderson Design Studio, Inc.
 Rebecca Fair, Dollar General
 Tom Feeney, Fifth Third Bank
 Todd Figler, AllianceBernstein
 LeShane Greenhill, Eminence Holdings LLC
 Jeff Gregg, SOLLEC
 Whitney Haley, FCA Venture Partners
 Lila Hall, Yazoo Brewing Company
 Herman Hicks, First Horizon Bank
 Colleen Hoy, Education Networks of America
 Cooper Jones, HUB International Mid-South
 Kaitlyn Jones, R.C. Mathews Contractor
 Meredith Jones, CAA
 Aron Karabel, Waller Lansden Dortch & Davis, LLP
 Christie Laird, University of Tennessee College of Law
 John McCoy, Pinnacle Financial Partners
 Blake McDaniel, CAA
 Candice McQueen, Lipscomb University
 Norman Merrifield, 808Education, LLC*
 Raul Miranda, Ameriprise Financial
 Hasina Mohyuddin, Vanderbilt University, Peabody College*
 Mark Morrison, Institute for Advanced Composites Manufacturing
 Perry Moulds, Belmont University
 Thomas Mulgrew, The Strategy Group
 Elizabeth Papel, Consultant
 Brandyn Payne, Consilio*
 Wesley Payne, Pinnacle Financial Partners*
 Nicole Provonchee, Bright Blue Consulting
 Kendrick Robinson, Bridgestone Americas
 Mike Russell, Synovus Bank
 Frank Schriener, Regions Bank
 Taylor Smith, Ryman Hospitality Properties
 Sue Spickard, PENCIL Founder

Mike Stewart, Bass Berry & Sims
 Zulfat Suara, Meharry Medical College
 Todd Svec, Ingram Content Group
 Rachael Terrell, Country Music Television
 Don Walker, LP Building Solutions
 Drew Warth, Waller Lansden Dortch & Davis, LLP
 Juan Williams, Tennessee State Government*
 Robyn Williams, Bridgestone Americas*
**Indicates executive team member*

EX OFFICIO

Adrienne Battle, MNPS Director of Schools
 Stewart Brown, Intern, Vanderbilt Owen Graduate School of Management
 Erin Collar, Junior League of Nashville
 Brian Dab, Intern, Vanderbilt Owen Graduate School of Management
 Rachael Anne Elrod, MNPS School Board Member
 Robert Fisher, Office of Mayor John Cooper
 Jacky Gomez, Young Leaders Council Intern, Asurion
 Chris Henson, MNPS Chief Operating Officer
 Nicole Keefe, Young Leaders Council Intern, Burr & Forman, LLP
 Jamie Murphy, Young Leaders Council Intern, BDO USA, LLP
 Franklin Popek, Intern, Vanderbilt Owen Graduate School of Management

2020-2021 Emerging Leaders Board

Artetta Webster, Nashville Electric Service, Chair
 Simra Ranginwala, HCA CoreTrust, Vice-Chair
 Maxwell Goodall, Fifth Third Bank, Secretary
 Kelton Brooks, Envision Physician Services
 Dane Brunett, Wilson Bank & Trust
 Alexandra Campbell, HCA Healthcare
 Brandi Coates, Frist Art Museum
 Kason Davis, Caterpillar Financial Services Corp.
 Jovica Djurdjevic, McGriff
 Kirsten Dodson, Lipscomb University
 Salvador Hernandez, Community Health Systems
 Gabriel Howe, Eventbrite
 Carina Illingworth, Facebook
 Dwanna Kimbro, YWCA Nashville & Middle TN
 Logan Matthews, Cooley Public Strategies
 Courtney Mullane, Vanderbilt University, Peabody College
 Nick Newsome, LP Building Solutions
 Samantha Perez, Education Strategy Group
 Judy Robinson, Metro Nashville Public Schools
 Bailey Via, Vanderbilt University, Margaret Cuninggim Women's Center
 Dilman Yasin, Office of Mayor John Cooper

2020-2021 Highlights



Summer

- PENCIL staff and volunteers distributed fresh food boxes weekly to MNPS families impacted by Covid-19, in partnership with Second Harvest Food Bank
- Hosted PENCIL Partnership Summit, "A New Way Forward: Helping MNPS Return to Learning," presented by Deloitte
- ***Delivered 5,000+ supply bags to Metro teachers through inaugural Together 4 Teachers project***
- Began virtual onboarding of 4-6 new PENCIL Partners each quarter

Fall

- PENCIL staff and volunteers helped MNPS acquire and distribute 70,000 school supply kits for students to support distance learning
- ***80 PENCIL Partners created 200 videos for high school freshmen to access during the all-virtual MNPS Career Fair***
- PENCIL received a Bank of America Neighborhood Builders grant to expand our warehouse facility and build staff leadership capacity



Our Students, Our Future

To ensure our financial stability and our capacity to always meet the needs of MNPS, PENCIL created the Our Students, Our Future endowment campaign, which aims to raise \$3 million in endowment funds by June 2024 through contributions and planned gift commitments. These investments will ensure that PENCIL is always able to facilitate high impact relationships between Nashville businesses and individual public schools.

Our campaign kicked off November 12th, the birthday of our Founder and Board Member, Sue Spickard.

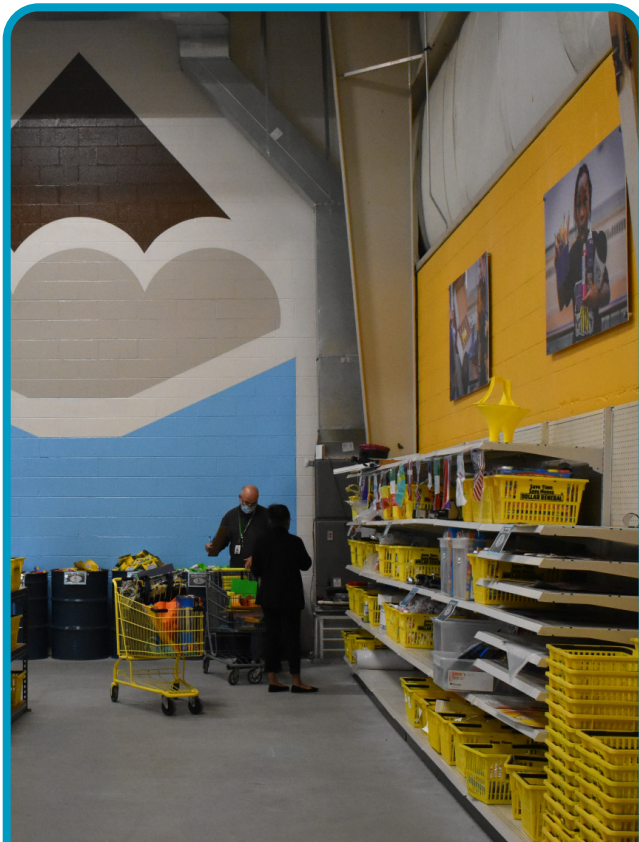


Spring

- *The Proudly PENCIL Virtual Learning Series on YouTube connected business partner volunteers with students remotely, supporting literacy, science & technology projects, and career exploration*
- PENCIL Partners hosted career exploration field trips and job shadows virtually for thousands of sophomores and juniors in the Academies of Nashville

Winter

- *The LP PENCIL Box, PENCIL's teacher resource center, reached \$10 million dollars' worth of all-time school supply distributions to Metro Nashville teachers since its inception in 2006*
- Volunteers helped sort and deliver 200,000 canisters of sanitizing wipes and 300,000 reusable cloth masks to all Nashville public schools
- Students and families at the 4 schools where PENCIL operates Family Resource Centers received support packs over the holidays



Our annual fundraiser, **A Little Night of Music**, presented by Creative Artists Agency, was held in person at the Grand Ole Opry House to great success

- A new Board committee was formed to implement recommendations from Culture Shift Team, who delivered a Diversity, Equity & Inclusion (DEI) assessment after a six month collaboration with staff and Board leadership
- PENCIL supported 13,784 individuals through Family Resource Centers at 4 high-need schools

PENCIL's Impact in 2020-2021

\$4,201,556

Total Community Investment

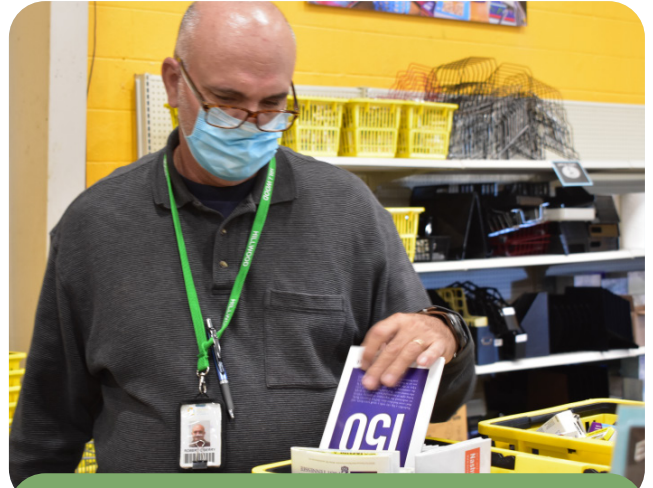


\$2,570,000

Value of supplies distributed via
LP PENCIL Box

\$1,631,556

Volunteer hours and in-kind
support directly to schools



6,059

teacher shops and
deliveries

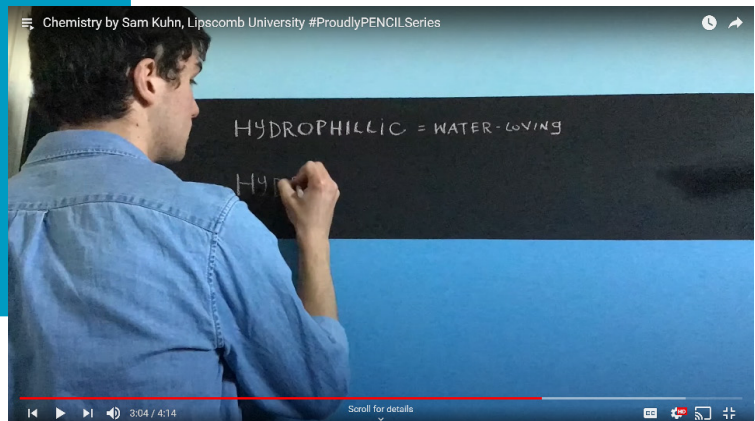


1,777

11th grade job shadows

2,257

10th grade industry field trips



"The Academy model at Hillwood shapes a lot of students' lives and provides opportunities. I chose the business pathway because I realized that I can apply these skills regardless of what career path I choose after high school."

Angelie, Senior, Hillwood High School



Proudly PENCIL: Saad Rajput

2017 MNPS Graduate

Growing up, I always loved science, so I was drawn to the Academy of Engineering when I got to high school at Overton. In my freshman year at the MNPS Career Exploration Fair, I met Marc Pearson, who is a Senior Principal at Stantec and a longtime PENCIL Partner. We connected, and I remember how interested he was in the students.

During my senior year, we made final presentations, and Marc volunteered to give us feedback as an industry professional. He provided a lot of encouragement and congratulated me on my project of designing and building an aircraft model.

A couple years later, while I was an engineering major at Lipscomb, my former high school engineering teacher, Mrs. Sally Spears, called to give me a free ticket to the 50th American Council of Engineering Companies Engineering Excellence Awards. Marc was the table host, and when we reconnected there, he encouraged me to apply for an internship that Stantec hosted for college students.

Well, I got that internship, and I've been with Stantec ever since. When I graduated from Lipscomb with a degree in mechanical engineering, Marc was there, along with my family. Now, I've officially joined Stantec's team as a full-time Mechanical Engineer (EIT). **Marc is not just my boss, or the person who hired me, but he is a mentor to me.**

I am a firm believer that more companies should be PENCIL Partners. Partners take time out of their daily lives to work with students. They may not know what it means to students, but because Marc Pearson decided to invest in PENCIL and MNPS, I am where I am today. I personally plan to engage with PENCIL and invest in students so that they can achieve their passions and dreams, like I did.

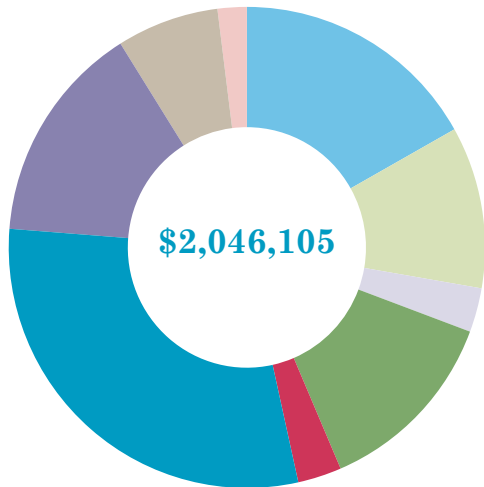
PENCIL Major Investors












“HCA Healthcare has had the privilege of serving as an integral partner to PENCIL and MNPS. From the first student field trips we hosted in 1982, to today, as we engage with MNPS high school students to help them explore future healthcare and technology career paths, our team of employee volunteers have enthusiastically supported the effort. PENCIL’s role connecting the business community to MNPS is critical for student success, and we’re proud of HCA Healthcare’s legacy of supporting this work and making a positive impact on our community though financial support, service and leadership.”

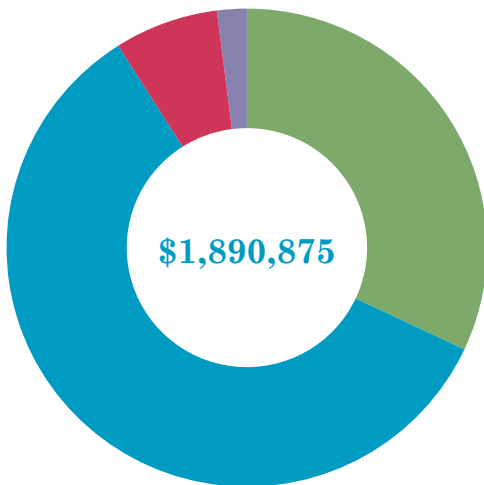
Joanne Pulles, Vice President, Community Engagement, HCA Healthcare

2020-2021 Financials







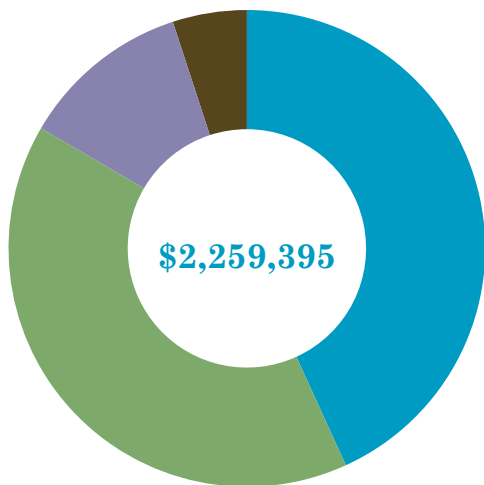
Revenue

	Foundation & Corporate Gifts	30%
	MNPS Service Contracts	17%
	Special Events	15%
	Individual Giving	13%
	PPP Grant	11%
	Special Projects	7%
	United Way	3%
	Board Giving	3%
	Interest & Investment Income	2%






Expenses

	Partnerships	59%
	LP PENCIL Box	32%
	Fundraising	7%
	Administration	2%



Assets

	Unrestricted	43%
	Board Designated	40%
	Temporarily Restricted	12%
	Permanently Restricted	5%

PENCIL ended FY21 with excellent financial results, which positions us very well for the future. Our Board Executive Committee voted to allocate excess revenue in the following ways: support general operating expenses in FY22; shift unspent facility renovation funds from FY21 to FY22; and move additional investment into our Board Designated Endowment, creating—for the first time in PENCIL history—a six-month operating reserve.



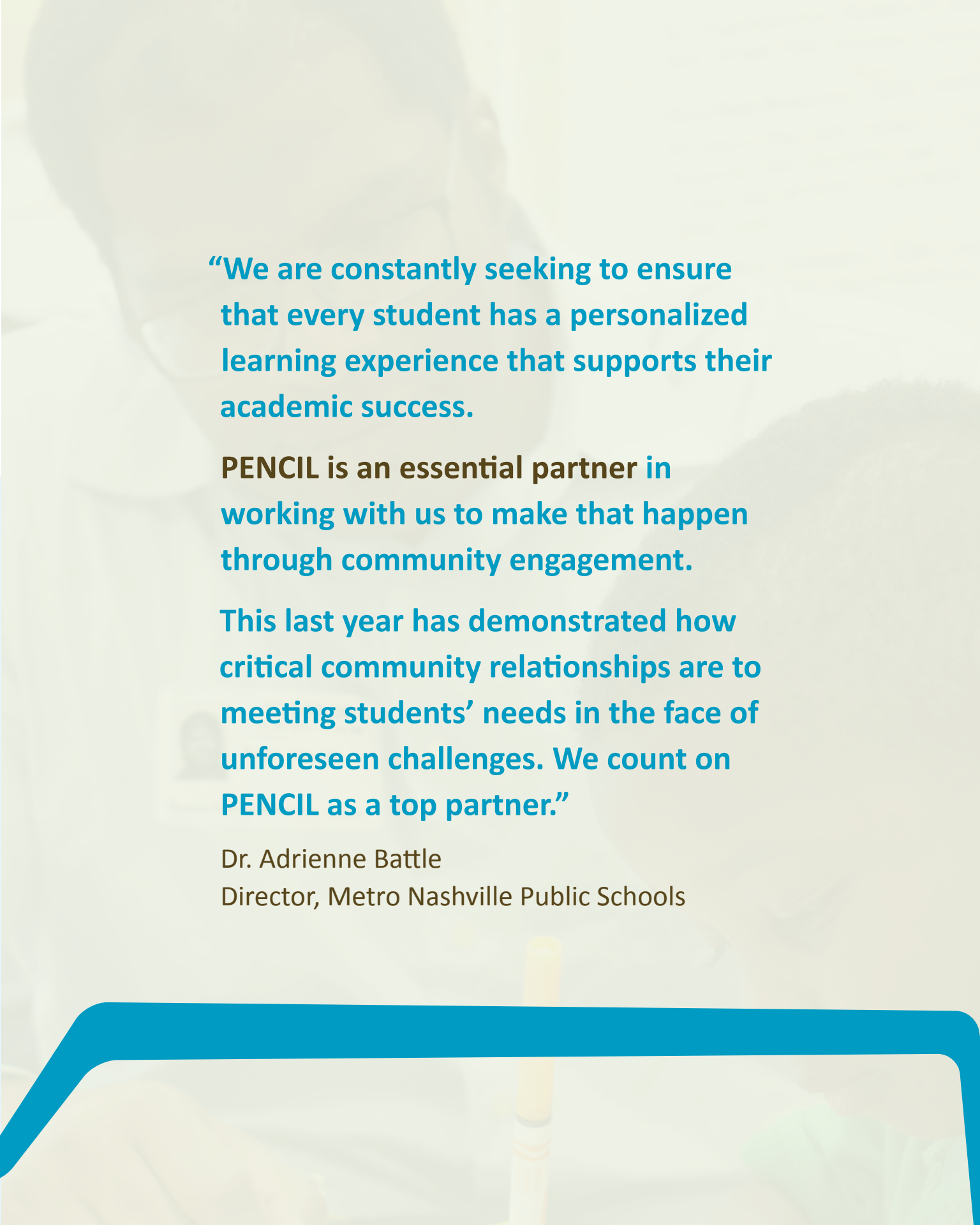
Our Mission Linking community resources to Metro Nashville Public Schools to help young people achieve academic success and prepare for life.

Our Vision PENCIL strives to create a community that respects the unique perspectives and experiences of all stakeholders. In collaboration with Metro Nashville Public Schools, we are proactive listeners, learners, and advocates for every student. We are committed to ensuring equitable access to resources and opportunities, empowering students to succeed now and in the future.

What does PENCIL do? PENCIL partners with businesses, community groups, and other organizations to bridge the resource gaps in MNPS that directly impact day-to-day learning, no matter where learning happens.

How does PENCIL work? PENCIL recruits and matches volunteers to serve as tutors virtually and within classrooms; pairs professionals with students for career exploration and mentorship; collects and distributes essential school supplies; operates Family Resource Centers within schools; and coordinates all volunteer background check services for MNPS.

What does PENCIL achieve? Students engage with and learn from community members; schools and students benefit from long-term community relationships; all schools have the core supplies their teachers and students need; and barriers to student attendance are removed.

The background of the slide features a soft-focus image of a person's face, likely a student, looking towards the camera. A yellow pencil is visible in the lower center of the frame, pointing upwards. The overall color palette is light and airy, with a prominent blue decorative bar at the bottom.

“We are constantly seeking to ensure that every student has a personalized learning experience that supports their academic success.

PENCIL is an essential partner in working with us to make that happen through community engagement.

This last year has demonstrated how critical community relationships are to meeting students’ needs in the face of unforeseen challenges. We count on PENCIL as a top partner.”

Dr. Adrienne Battle

Director, Metro Nashville Public Schools



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Public Education Needs Community Involvement and Leadership

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