



PENCIL

Celebrating

40

*Years of Service to
Metro Nashville Students
and Teachers*

2021-2022 Annual Report

From our President & CEO

This year we celebrated 40 years of service to Metro Nashville Public Schools. Beginning with 37 “matches” in year one to more than 800 PENCIL Partnerships in year forty, we’ve traveled a long way from the initial dream of a small group of Nashville business and community leaders.

Yet our work is really *your* work. YOU provided \$4.69 million dollars in resources to MNPS during yet another COVID-19 year.

YOU showed up virtually and in person to support our students and teachers, like when you created Proudly PENCIL videos covering topics as diverse as job shadowing professional architects to bridge building challenges using basic school supplies.

YOU motivated a struggling elementary reader during your virtual tutoring session each week, making her laugh just when she needed it. YOU made a teacher smile when you helped him load school supplies into his car so his students could begin the semester with fresh notebooks and pencils.

Because of friends like you, this year also saw PENCIL step into an expanded service role to MNPS, as a fiscal agent and partner for grant funding to pilot new initiatives that support students. Initiatives such as Accelerating Scholars, a one-on-one intensive tutoring effort, is already showing important impacts for Metro students in literacy and math, and I’m thrilled to share we will continue facilitating funding and volunteer recruitment for this initiative in the 2022-23 school year.

The trust you have in our team to partner with MNPS in deep and meaningful ways is so motivating. That is why it is especially rewarding for us that you continued to invest in our endowment, which assures that PENCIL can connect community resources to MNPS *forever*.

YOU motivated, you educated, you inspired, and you made an impact. YOU were changed in the process. Thank you. We are so lucky to be on this public education journey together.

Sincerely,

A handwritten signature in black ink that reads "Angie Adams". The signature is fluid and cursive, with the first name "Angie" being more prominent than the last name "Adams".

Angie Adams, CEO

2021-2022 Board of Directors

Chuck Abbott, Gray Line Tennessee
 Kasar Abdulla, Community Volunteer
 Brittany Adams, Dollar General Corporation
 Craig Bledsoe, Lipscomb University
 Thomas Burns, Belmont University
 Sheila Calloway, Davidson County Juvenile Court
 Kenny Crapse, Fifth Third Bank*
 Allen DeCuyper, Parks Realty
 Josh DePriest, Rogers Group
 John Doerge, Deloitte
 Shani Dowell, Possip
 Haley Eakin, Pfeffer Torode
 Rebecca Fair, Dollar General Corporation
 Todd Figler, AllianceBernstein
 Robert Fisher, Results for America
 Joan Fleming, Citizens Savings Bank & Trust Co
 Jacky Gomez, Asurion
 LeShane Greenhill, Eminence Holdings LLC
 Jeff Gregg, SOLLEC
 Emily Gruening, Ryman Hospitality Properties
 Whitney Kalb, FCA Venture Partners
 Lila Hall, Yazoo Brewing Company
 Rachel Hawksworth, HCA Healthcare
 Herman Hicks, First Horizon
 Olivia Hill, Community Volunteer
 Colleen Hoy, Education Networks of America
 Cooper Jones, HUB International Mid-South
 Kaitlyn Jones, R.C. Mathews Contractor
 Meredith Jones-Long, CAA*
 Amani Kelly, Guerrier Development
 Christie Laird, University of Tennessee
 College of Law
 Devin Lintzenich, Bass, Berry & Sims
 John McCoy, Pinnacle Financial Partners
 Blake McDaniel, CAA
 Candice McQueen, Lipscomb University
 Norman L. Merrifield, 808 Education, LLC*
 Raul Miranda, Ameriprise Financial
 Hasina Mohyuddin, Vanderbilt University
 Peabody College*
 Mark Morrison, Institute for Advanced Composites
 Manufacturing Innovation
 Perry Moulds, Belmont University
 Thomas Mulgrew, The Strategy Group
 Elizabeth Papel, Community Volunteer
 Brandyn Payne, Consilio*
 Wesley Payne, Pinnacle Financial Partners*
 Nicole Provonchee, Bright Blue Consulting
 Kendrick Robinson, Bridgestone Americas, Inc.
 Mike Russell, Synovus Bank

Frank Schrinier, Regions Bank
 Sue Spickard, PENCIL Founder
 Zulfat Suara, Meharry Medical College
 Rachael Terrell, MTV Entertainment Group
 Jacquie Thomas, PNC Bank
 Don Walker, LP Building Solutions
 Juan Williams, Tennessee Dept. of Human Resources*
 Robyn Williams, Bridgestone Americas, Inc.*
***Indicates executive team member**

EX OFFICIO

Adrienne Battle, MNPS Director of Schools
 Stephanie Bonner, Bank of America
 Connor Byrd, *Board Fellow*, Vanderbilt University Owen
 Graduate School of Management
 Erin Collar, Vanderbilt University Medical Center
 Rachael Anne Elrod, MNPS School Board Member
 Ashley Johnson, EY
 Chris Henson, MNPS Chief of Finance

2021-2022 Emerging Leaders Board

Lamar Allen, LaMarvelous Balloons
 Sindy Ascencio, Bank of America
 Kelton Brooks, Envision Physician Services
 Chris Brophy, Shoemaker Financial
 Dane Brunett, Wilson Bank & Trust
 Brandi Coates, National Museum of
 African American Music
 Carl Coates, Jr., MTSU Graduate Program
 Daryl Curry, Oasis Center
 Kirsten Dodson, *Board Co-Chair*, Lipscomb University
 Meadya Doski, HDR, Inc.
 Max Goodall, Fifth Third Bank
 Sam Henninger, Waller
 Sal Hernandez, Community Health Systems
 Nicole Keefe, Burr & Forman LLP
 Tanisha Kizer, First South
 Logan Matthews, *Board Co-Chair*,
 Cooley Public Strategies
 Ryan McMorrow, PCM + Design Architects
 Nick Newsome, Stampili
 Rae Oleshansky, Nurses for Newborns
 Sharond Poag, Fifth Third Bank
 Julio Rodriguez, DocAir
 Karen Schillinger, CAA
 Bailey Via, Vanderbilt University,
 Margaret Cuninggim Women's Center
 Brandon Ward, Caterpillar Financial
 Artetta Webster, Nashville Electric Service



Executive Team: (Top-Bottom) FY22 Chair: Norman Merrifield; FY22 Vice-Chair, FY23 Chair: Wesley Payne;
 FY22 Treasurer: Juan Williams; FY22 Secretary: Robyn Williams; FY22 Immediate Past Chair: Brandyn Payne;
 FY23 Vice-Chair: Hasina Mohyuddin; FY23 Treasurer: Kenny Crapse; FY23 Secretary: Meredith Jones-Long

2021-2022 Highlights

Summer

More than 1,000 teachers celebrated in person at the Together 4 Teachers Pep Rally at First Horizon Park; all Metro classroom teachers received a bag of most-requested teacher supplies

Intake sessions began for new **PENCIL Partners** to provide **field trips, job shadows, and experiential learning** opportunities to Metro students

PENCIL Partners created 100+ videos for students focused on reading, STEAM, and career exploration for the Proudly PENCIL Virtual Learning Series on YouTube



Fall

- 70 PENCIL Partners provided high school freshmen with career insight and guidance at the virtual MNPS Freshmen Career Fair, logging 1,965 page views
- 133 MNPS schools hosted a "Principal for the Day" so that volunteers could experience the joy and responsibilities of operating a school

Winter

30-year PENCIL Partner Dollar General becomes the Presenting Sponsor of the DG PENCIL Box teacher resource center

- PENCIL opens a second resource center in Antioch to provide teachers more access to free school supplies
- PENCIL hires first Chief Operating Officer, a key position to prepare for a stable CEO transition in 2024



Spring

- Amazon celebrated PENCIL's 40th birthday with a \$40,000 matching gift campaign for PENCIL's endowment. 74 investors met the goal in 40 days!
- **400 guests** at *A Little Night of Music* experienced a surprise donation incentive thanks to Southwest Airlines and together achieved the largest-ever financial impact at the 18th annual event
- PENCIL supported **4,602 students and 2,629 families** through Family Resource Centers at 4 high-need schools
- PENCIL facilitated outside grants and activated volunteers to serve 2,134 Metro students through one-on-one tutoring in the MNPS Accelerating Scholars program



PENCIL's Impact

in 2021-2022

\$4.69M 

Total Community Investment



\$2.95M

in distributed supplies



2,090

11th grade job shadows

2,128

10th grade industry field trips

820

PENCIL Partnerships

23,118

volunteer service hours

"The volunteers and donors don't understand how big of an impact that they're making. Every child is going to be able to focus better in class because they have their own supplies – a notebook, an eraser cap, a pencil; and it takes the financial burden off of me, so I can focus on the other needs of my students and teaching."

Natalie Millican,
8th Grade Math Teacher,
on the impact of the DG PENCIL Box



FY22 Key Targets and Results

Open a PENCIL Box store in Antioch and test the concept of a satellite store.

- ✓ Served 406 teachers at that site from January through April
- ✓ Overall saw 36% growth in teacher shopping at resource centers over prior year

PENCIL Partners provide career exploration experiences to students through use of online platforms.

- ✓ 95 professionals created profiles on PENCIL Connect
- ✓ All Proudly PENCIL video content received over 10,000 on our YouTube channel

Develop and promote strategies and best practices to foster an inclusive working environment; boost staff competency in areas of DEI.

- ✓ Created an equity statement that resonated with staff and board
- ✓ Made initial shifts to our hiring practices to better reflect our DEI focus
- ✓ Focused on tracking and shifting our board demographics to better match MNPS student demographics

Secure 5 planned gift commitments and reach \$1M in total gift commitments to PENCIL endowment by our 40th anniversary.

- ✓ Secured 4 more planned gift commitments for a total of 8
- ✓ Total gift commitments exceed \$580,000

Leverage pro bono PR partnership to increase PENCIL's visibility, inspiring new volunteers and investors and celebrating our 40th anniversary.

- ✓ Shared a first-person story monthly on the impact of community engagement in MNPS
- ✓ Stories included a Glencliff HS senior who achieved CPR and OSHA certifications to prepare for a healthcare major in college; and architecture and design company, ESa, on the value of hosting teachers through a summer externship
- ✓ Acquired 16 local earned media stories (print, TV, radio)

"We are stronger as a district because of the work of PENCIL in leveraging the business community to support our teachers and students in so many ways, from volunteers, to donations, to celebrating the success of our schools. PENCIL also helps to show students their future potential and inspire them to go to college through field trips and job shadowing where they get hands-on knowledge and experience that is invaluable. **We couldn't ask for a stronger partner than PENCIL.**"

Dr. Adrienne Battle, Director of Schools, MNPS

PENCIL Major Investors



ALLIANCEBERNSTEIN®



BANK OF AMERICA



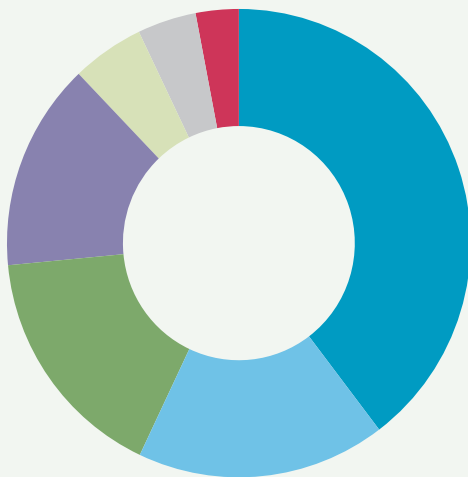
Part of the HCA Healthcare Family of Hospitals



“Public education is a critical component to any community, and as REALTORS®, we are committed to building strong communities. Greater Nashville REALTORS® is honored to have served our public schools through the outstanding partnership we have had with PENCIL for 40 years. We look forward to the next 40 years as we grow our communities together.”

Jarron B. Springer, CEO; Greater Nashville REALTORS®

2020-2021 Financials

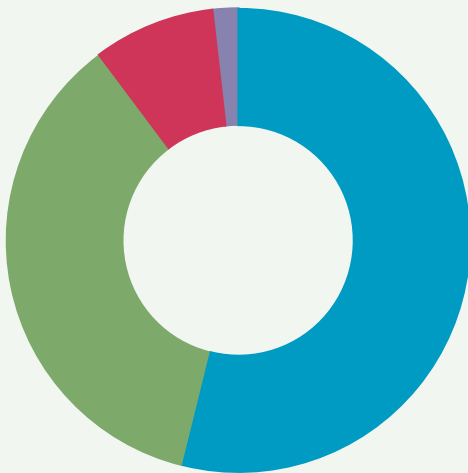


Revenue

- 42% Foundation & Corporate Gifts
- 19% Special Events
- 18% MNPS Service Contracts
- 15% Individual Giving
- 5% Special Projects & Misc.
- 4% Board Giving
- 3% United Way
- 7% Interest & Investments

Key Takeaways

- In-Kind investments were \$3.4 million
- New Endowment investments were \$249,000

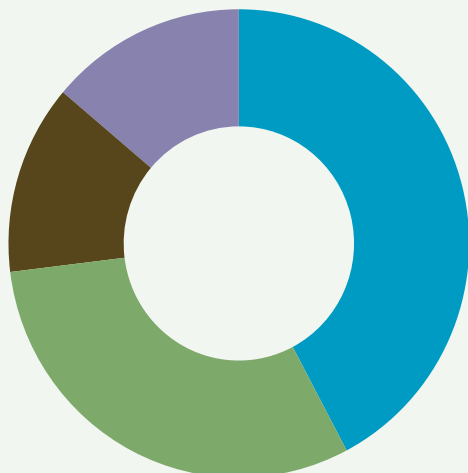


Expenses

- 54% DG PENCIL Box
- 36% Partnerships
- 8% Fundraising
- 2% Administration

Key Takeaway

PENCIL granted \$1.3 million to MNPS via pass-through grants as an expansion of our Partnership work



Assets

- 42% Unrestricted
- 31% Board Designated
- 13% Temporarily Restricted
- 14% Permanently Restricted

Key Takeaway

PENCIL continues to have a strong financial position with cash reserves invested to provide investment income annually and a cushion if needed

Our Students, Our Future

Invest to ensure Metro Nashville students have equitable resources and opportunities forever.

ENDOWMENT

Since 1982, PENCIL has recruited resources to support Metro Nashville Public Schools (MNPS). The district relies on PENCIL for access to community resources, including vital school supplies, amounting to between \$2.5M and \$3M per year, and a high volume of talented and passionate volunteers, who meaningfully engage with students and provide real world career education and exposure.

PENCIL is well-positioned:

- Financially strong
- Diverse and talented staff
- Engaged and committed board
- Strong relationship with MNPS leadership

Why I Give



"My children and grandchildren need to see how important things in the community are to *us*, so that they'll be important to *them*. My husband and I invest in PENCIL because we believe it is essential to Metro schools. It's not a 'nice-to-have,' it's an essential."

Kathy Nevill,

Member, PENCIL Legacy Society for Planned Giving

"I personally made a choice to invest in PENCIL's endowment because this is one of the best investments I feel I can make. Think about it: these jobs [in Nashville] have to be filled. If we don't prepare kids now, there's going to be a void in our city."

Rashed Fakhruddin

Engineering Supervisor at Nashville Electric Service, PENCIL Partner, MNPS alumnus and parent of MNPS alumni





"Just having someone from outside of my family in my support system is amazing. I remember in college when I was brainstorming my career path, Lynne was there to bounce ideas off of and she always offered her advice and insight...Hopefully down the road when I'm a little bit more established in my career, I'll be able to make an impact like Lynne."

Marisol Guzman, McGavock High School alumna, on her PENCIL Partner and mentor, Lynne Maynor

An investment today will change students' lives for years to come.

A \$3M endowment will ensure that PENCIL is always connecting the community to our schools and students.

Your gift ensures we can always provide critically needed resources to MNPS through our programs and PENCIL Partnerships, such as:

Experiential learning opportunities for high school students to provide exposure to in-demand, living wage career paths

School supplies so every student and teacher has the basic tools they need

Caring adult mentors to encourage and tutor young people who need reading or math support

Celebration opportunities to acknowledge students and teachers



7199 Cockrill Bend Blvd.
Nashville, TN 37209

***Save the Date! A Little Night of Music:
Wednesday, April 26, 2023***

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Public Education Needs Community Involvement and Leadership

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