



PENCIL



Investing in Metro Nashville Public Schools' Students and Teachers

2022-2023 ANNUAL REPORT



Dear friends,

I am so proud of our work during the 2022-23 school year, our 40th year of service to MNPS and the Nashville community. YOU, our volunteers, partners, and investors, made this possible.

As I look back on my last full year as CEO, I'm incredibly proud of how our organization has grown and evolved.

I think about our old office at Metro Center, before we had a dedicated space of our own. Or when the PENCIL Box was only a few rooms in the basement of the McCann School building.

Now, I look around our warehouse on Cockrill Bend: I see thousands of square feet holding our teacher resource center, desks and offices for 20 full-time staff, and a loading dock where truckloads of donated product come through our doors for Metro educators and students every single month.

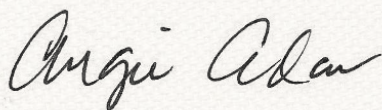
Amazingly, the demand for our services is such that we're outgrowing our space and are already dreaming of a new facility in the next few years.

This is a dream that will be picked up by our next CEO, who will step into the role in early 2024.

After seven years as the leader of PENCIL, and more than 30 years of service in the Nashville nonprofit community, I've been preparing to "graduate" alongside my beautiful daughter, Maggie, who is part of the MNPS class of 2024. Our Board and staff have spent most of the past year preparing for this transition so that we can ensure our service to Metro students and teachers is never disrupted.

And I've been reminded of how philanthropic our community is, watching our endowment grow by 15% this year, an investment in PENCIL's future and the future of young people who will benefit from the mentorship, career exploration, one-to-one tutoring, and deep care of adults who are invested in their life success.

I hope that YOU feel proud of the role you play in PENCIL's mission, and think about what you are ready to do next. Each of us can make an impact today on our public schools – pick a day to volunteer, gather friends for a teacher supply drive, invite your work colleagues to host a job shadow or industry tour. Because public education is everyone's business, and I can think of no more important call to have answered these past seven years. Thank you for coming along on this journey with me.

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

Angie Adams
President & CEO

PENCIL's Impact in 2022-2023

\$7.3M

Total Community Investment



\$3.53M

in Distributed Supplies



\$3.1M

in Grants to/for MNPS



19,184

Volunteer Service Hours
Valued at \$673,900



Students at Haynes Middle School enjoying a Home Economics Symposium honoring Black inventors, hosted with help from PENCIL.

PENCIL Partners provided career-focused learning opportunities through:

10th-grade industry tours
3,720 students

11th-grade job shadows
3,066 students

12th-grade Career-Based Learning placements
78 students were part of a new MNPS initiative that matches high school seniors with workplace mentors. Students are paid for their work while earning academic credit and learning meaningful job skills.

504

Active Partners

798

PENCIL Partnerships



2022-2023 Highlights

Summer

PENCIL Partners begin planning job shadows, industry tours, and other experiential learning moments with students; at least **76 new partnerships** are formed between businesses and schools by year end



Hundreds of teachers attend **Together 4 Teachers Pep Rally** at First Horizon Park

DG PENCIL Box team helps Creative Girls Rock, the Boys & Girls Club, and United Way distribute back-to-school supplies to **17,000 MNPS students**

Fall



LP STEAM Lending Library launches, serves **more than 3,000 students** in its first year

90 PENCIL Partners share career insights with **6,500+ ninth-graders** at the MNPS Career Exploration Fair

129 community leaders experience leading an MNPS school at "Principal for a Day"

Winter

Our Students, Our Future
endowment fund grows with a
\$20,000 matching gift from
Ingram Charities

Teachers fill their classroom
libraries at a DG PENCIL Box
mass giveaway of books,
valued at \$110,000



Spring



A Little Night of Music event **breaks**
prior year's fundraising record
and features performances by Adia
Victoria and Kristin Chenoweth

Pack 4 Success school supply builds with
Clinton Global Initiative, Hilton Hotels,
and others provide **1,200 backpacks and**
2,375 kits full of essential school supplies
to MNPS students

PENCIL Connect closes out its first year
by promoting end-of-year celebrations,
teacher appreciations, and field days to
its 710 registered volunteers

**“Wow, the [PENCIL] STEAM kits have been such a game changer for us!
We not only used them in the FIRST® LEGO® League regional qualifier in December,
we also used them at a prep event where students and families came together to
practice the coding work students were going to do for the competition.”**

Nathan Fields, Hillsboro High School science teacher and coach for middle school FIRST® LEGO® League Challenge

FY23 Key Targets & Results

Fifty schools will list appropriate opportunities on PENCIL Connect; community partners will fulfill 100 opportunities.

- ✓ 44 schools used PENCIL Connect to post 78 volunteer events that attracted 188 volunteers.
- ✓ Total users of the PENCIL Connect platform grew to 120 MNPS teachers and staff and 710 community volunteers.

Evaluate facility needs to maximize teacher access to quality supplies.

- ✓ Secured a pro bono real estate partner to facilitate a community design process to inform PENCIL's next headquarters.
- ✓ Built a peer network of teacher resource centers to begin serving as a critical hub in a regional product distribution model, in partnership with the Kids In Need Foundation.

Successfully facilitate our first multi-million dollar grant to support high-impact literacy tutoring in MNPS.

- ✓ PENCIL was one of only two recipients state-wide of a TN Department of Education Connected Literacy grant, which provides small group reading support for students in grades 1-3.
- ✓ PENCIL used the grant funding to support the MNPS Accelerating Scholars program, helping to deliver high-impact literacy tutoring to 1,800 students during the academic year.



Volunteers from Dollar General pack totes for Metro teachers filled with teachers' most-requested items at PENCIL's Together 4 Teachers Pack-a-Thon.



“The DG PENCIL Box is how I got all the things I needed to get started. It’s been really important because this is my first year teaching.”

Jessica Moses, 3rd grade math and science teacher, Charlotte Park Elementary

Continue moving board demographic targets closer to MNPS student demographics.

- ✓ Increased the portion of board membership that is non-white from 31% to 39%; set to grow to 48% in FY24.
- ✓ Increased the portion of board membership for whom English is a second language.

Outline a timeline and key elements for a CEO search.

- ✓ Recruited a pro bono corporate partner to execute a national CEO search in partnership with Board CEO Transition Committee.
- ✓ Conducted 26 CEO Listening Sessions with PENCIL stakeholders (donors, volunteers, MNPS leaders) to inform CEO job description.

Identify key strategies for staff development and retention.

- ✓ Increased staff wages and PENCIL’s contribution for health insurance benefits; added a Paid Family Leave policy.
- ✓ Increased our investment in technology and data team.



Students at Dan Mills Elementary School enjoy a fun-filled Field Day thanks to volunteers from Piedmont Natural Gas.

PENCIL Major Investors



ALLIANCEBERNSTEIN®



DOLLAR GENERAL



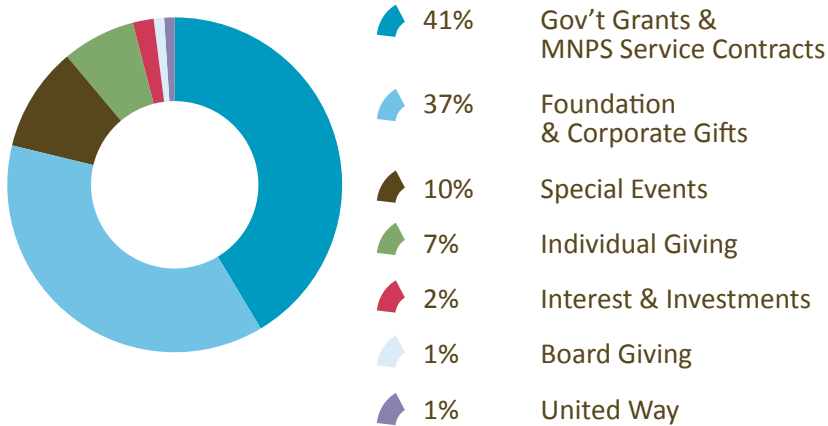
“We are proud of providing a home for the PENCIL team and warehouse space for the DG PENCIL Box to receive and distribute much needed classroom supplies to our teachers free of charge. From volunteering to read with Metro’s youngest learners, to hands-on service with the PENCIL Box, to collaborating with thought leaders on PENCIL’s board and more, we care about Nashville, our teachers, and our rising leaders. We are honored to be a part of this community of caring partners.”

Josh DePriest, Interim CFO, Rogers Group

2022-2023 Financials

The graph below shows all cash, in-kind, and grant-restricted activity for FY23. Note that PENCIL's cash operating budget was \$2.2M during this period.

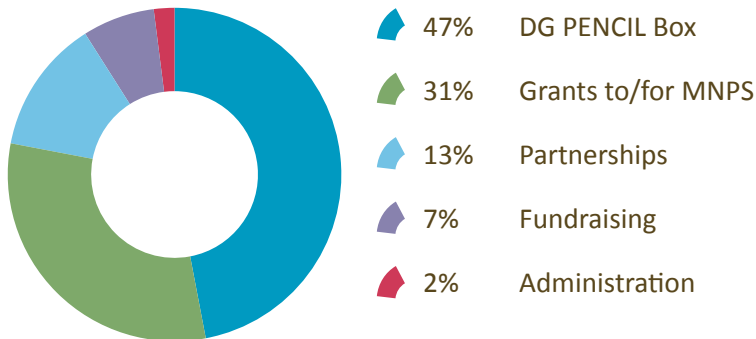
Revenue



Key Takeaways

- TN Dept. of Ed. and other designated grant funding exceeded \$3.1 million
- In-kind investments were over \$4 million
- New endowment investments were \$58,000

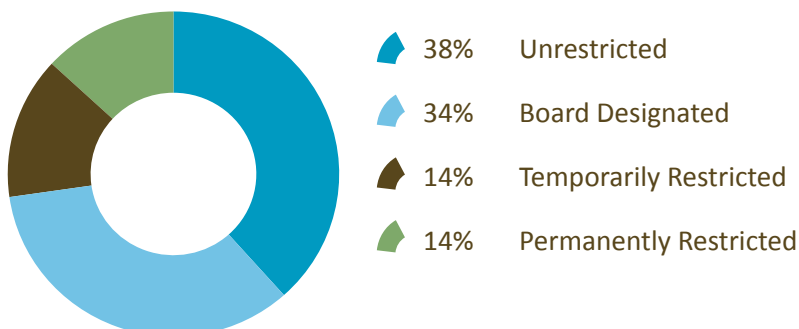
Expenses



Key Takeaways

- FY23 saw a shift in PENCIL's expenses as we became a granting partner to MNPS
- Grants to and for MNPS's Accelerating Scholars tutoring support programs exceeded \$2.7M
- Other project-specific grants accounted for \$400K
- Partnership management became more efficient via PENCIL Connect volunteer matching tool

Assets



Key Takeaway

- Assets under investment continue to grow thanks to investors' commitment to PENCIL's long term financial stability

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. The district relies on PENCIL for access to community resources, including vital school supplies, and a high volume of talented and passionate volunteers, who meaningfully engage with students and provide real world career education and exposure. A strong endowment will ensure that PENCIL is always connecting the community to our schools and students.



Venantius Beard, pictured above (third from right) with current students from McGavock and Hunters Lane high schools. As the Omni Nashville's Director of Front Office, Venantius now mentors students from his alma mater who are interested in hospitality careers, bringing full-circle his own experience with PENCIL programs.

"Without PENCIL, I would not be doing this," Venantius shares. "My internship at Gaylord Opryland Resort & Convention Center [in high school] was a lifetime opportunity that led to a lifetime decision."

Why I Give



"As an MNPS graduate and supporter, I know there is no greater way to invest in Nashville's future talent than to support PENCIL's Endowment Fund. To imagine what's possible, let's give away the greatest dividends life offers."

LeShane Greenhill, Owner, Eminence Holdings LLC
Glenduff High School Class of 1996

2022-2023 Board of Directors

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 Brittany Adams-Davis, Dollar General
 Kfir Alexandroni
 Herbert Brown, Turner Construction
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 808Education, LLC
 Raul Miranda, Ameriprise Financial Services, LLC
 Hasina Mohyuddin, Vice Chair, Vanderbilt Peabody
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 Wesley Payne, Chair, Pinnacle Financial Partners
 Nicole Provonchee, Bright Blue Consulting
 Kendrick Robinson, Bridgestone Americas, Inc.
 Nicole Robinson-Hamilton, Ingram Content Group
 Mike Russell, Synovus Bank

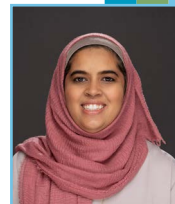
Sue Spickard, PENCIL Founder
 Zulfat Suara, Meharry Medical College
 Rachael Terrell, MTV Entertainment Group
 Jacquie Thomas, PNC Bank
 Jennifer Wade, Davidson County Juvenile Court
 Don Walker, LP Building Solutions
 Robyn Williams, Bridgestone Americas, Inc.

EX OFFICIO

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 Stephanie Bonner, Bank of America
 Rachael Anne Elrod, MNPS School Board Member
 Chris Henson, MNPS Chief of Finance
 Mary Lindsay Krebs, Intern, Young Leaders Council
 Vanderbilt Owen Graduate School of Management
 Board Fellows: Connor Byrd (Jul-Dec); Connor
 McCormick and Tanishka Parker (Jan-Jun)

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 Sindy Ascencio, Bank of America
 David Banks, Amazon
 Tarryn Bell, B.R.I.D.G.E. to Success,
 Meharry Medical College
 Kelton Brooks, Envision Physician Services
 Chris Brophy, Shoemaker Financial
 Carl Coates Jr., MTSU Graduate Program
 Melissa Cornejo, Metro Nashville Public Schools
 Daryl Curry, Oasis Center
 Shohreh Daraei, Nashville Area Chamber of Chamber
 Meadya Doski, HDR Inc.
 Tanner Hamilton, Bradley
 La'Kishia Harris, FUSE Fellow, Mayor's Office
 Sara Horton, HCA Healthcare
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 Falon Keith, Stand Together Music
 Tanisha Kizer, First South Financial Credit Union
 Edward McFeders, Gray Line Tennessee
 Ryan McMorrow, PCM + Design Architects
 Nick Newsome, Board Co-Chair, Stampi
 Rae Oleshansky, Board Co-Chair,
 Nurses for Newborns Tennessee
 Sharond Poag, Fifth Third Bank
 Tyler Pruitt, LP Building Solutions
 Julio Rodriguez, DocAir
 Sebastian Roman, MAYA Consulting
 John Royster, Caterpillar Financial Services
 Karen Schillinger, Creative Artists Agency
 Michelle Tribue, Asurion
 Hannah Wishart, Blackstone



Executive Team: (Top-Bottom): FY23 Chair Wesley Payne; FY23 Vice-Chair, FY24 Chair Hasina Mohyuddin;
 FY23 Treasurer Kenny Crapse; FY23 Secretary Meredith Jones-Long; FY24 Vice-Chair Robyn Williams;
 FY24 Treasurer Jose Ferreira; FY24 Secretary Perry Moulds



7199 Cockrill Bend Blvd.
Nashville, TN 37209

Save the Dates!

**Cabaret Night Honoring
PENCIL CEO Angie Adams**
SATURDAY, JANUARY 20, 2024

**20th Anniversary
A Little Night of Music**
WEDNESDAY, APRIL 24, 2024



Public Education Needs Community Involvement and Leadership

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