



FY24 BOARD OF DIRECTORS BIOS

Governing Board

CHUCK ABBOTT

Grayline Tennessee
BIO COMING SOON

BRITTANY ADAMS-DAVIS

Dollar General– Brittany joined Dollar General Corporation as a Senior Employment Attorney in 2016. She currently works with Dollar General as Senior Director, Labor, and Employment. Previously, she worked as a law clerk and an associate at various entities since 2010. She studied at University of North Texas for her undergraduate in Political Science before attending Wake Forest University School of Law and earning her J.D. She participated in Nashville’s Young Leaders Council in 2019. She has completed volunteer work with The Junior League of Nashville and previously volunteered as a Reading Partner through PENCIL at Hattie Cotton Elementary. She has also volunteered as a Lunch Buddy at Cockrill Elementary School.

KFIR ALEXANDRONI

Kfir is currently an Audit Manager at Aprio and has an extensive background in audit work. He has both his bachelor’s and master’s Degrees in Accounting from Middle Tennessee State University. Kfir is both a Certified Public Accountant and a Certified Internal Auditor. He grew up in Israel and served three years in the Israeli Army. Most of his family now lives in Middle Tennessee. In his free time, he enjoys boating and exploring Nashville’s restaurants.

LIBBY BERMAN

Libby Berman joined LP in 2018 in the role of Chief Tax Officer, taking ownership of all LP’s global tax functions. In 2023, she was promoted to Vice President, Chief Tax Officer. Berman is responsible for the company’s tax strategy and reporting obligations for the complex and ever-evolving global tax regulatory environment. She began her career at PwC, rising to the level of Tax Director, before joining Elektra as Vice President of Global Taxation. Berman earned a bachelor’s degree in Accounting and a master’s degree in Taxation from the University of Georgia.

HERBERT BROWN

Originally from Memphis, Tennessee, Herbert received his bachelor’s degree from the University of Tennessee – Knoxville in Political Science with a concentration in Public Administration. After completing his undergraduate degree, he went on to receive his Master’s in Public Administration from Tennessee State University. Herbert has held positions with the Robert Wood Johnson Foundation Center for Health Policy at Meharry Medical College, the Tennessee Higher Education Commission, and the Nashville Area Chamber of Commerce. He has more than 12 years of experience in successfully developing and managing initiatives that improve lives through active collaboration with employees, stakeholders, disadvantaged businesses, nonprofit organizations, and the community. Currently, he is the Community & Citizenship Director for Turner Construction. As Director, he helps support, align, and communicate strategic priorities relative to economic impact for underrepresented business enterprises in the construction industry. In addition to economic development, he is also responsible for leading workforce development and community outreach/engagement. Herbert is very active in the community. He currently serves on the Urban League of Middle Tennessee Board of Directors, PENCIL’s Board of Directors, and the Cane Ridge High School Academy of Architecture and Construction Advisory Board. Also, Herbert is involved with the Urban Land Institute (ULI) and was in the ULI Nashville Pathways to Inclusion 2022 Cohort. He was selected as a 2023 Nashville Business Journal 40 Under 40 recipient and Nashville Post’s In Charge 2023 Leaders List.



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ELIZABETH GARZA BUMPAS

Elizabeth Garza Bumpas serves as Community Impact Officer in the division of Government and Community Relations at Vanderbilt University. Elizabeth's experience ranges across sectors, including business, higher education at the University of Texas Health Science Center in San Antonio and the nonprofit sector at the Girl Scouts of the USA in New York City. In her role with the Vanderbilt Community Relations team, Elizabeth works strategically to support and partner with local organizations, convene stakeholders and to bring Vanderbilt's people and resources into the community in service of others. She is committed to outreach and engagement with the diverse Nashville community to foster social impact and improve the well-being of our community.

Elizabeth graduated from Texas A&M University Corpus Christi with a bachelor's degree in criminal justice. Her passions include community and board service in advancing women and girls leadership, education, and access to higher education opportunities for those from marginalized communities. Originally from south Texas, Elizabeth moved to Middle Tennessee in 2020. She enjoys spending time with her husband James and their two dogs, Tank and Bruno.

BRITNEY CLINE

Britney is currently the Vice President and a Wealth Advisor for Regions Private Wealth Management. She has over 13 years of banking experience in both the Birmingham, Alabama and Nashville, Tennessee area. She has her bachelor's degree in finance from the University of Alabama. Britney is the proud mom of a current MNPS student and a future MNPS student. She and her family live in East Nashville.

LESLIE COWELL

A native of Destin, Florida, Dr. Cowell holds a Bachelor of Science degree and a Ph.D. in elementary education K-6 from Auburn University, a Master of Education in reading education from the University of West Florida and a Master of Education from the University of North Carolina-Charlotte in urban education. Has worked and taught in both private and public schools as a teacher and administrator in Florida and Alabama.

Dr. Cowell currently serves as the Dean for the College of Education at Lipscomb, this appointment starting August 2022. Prior to working at Lipscomb, Dr. Cowell was the Dean for the College of Education at Faulkner University in Montgomery, Alabama. Dr. Cowell has served on multiple nonprofit boards while in Alabama and was a Deans for Impact fellow 2021-2022.

KENNY CRAPSE

Fifth Third Bank-- Kenny Crapse is a Commercial Banking Relationship Manager at Fifth Third Bank. He was born in Charleston, South Carolina and grew up in Columbus, Indiana. Kenny moved to Nashville in 2014 after working for two years in JPMorgan Chase's Government, Not-for-Profit, Healthcare, and Higher Education group. He has been with Fifth Third for four years, working with the local Middle Market Banking team.

Kenny has a Bachelor of Science in Economics from the University of Louisville where he was also on the swim team. He enjoys volunteering locally with Junior Achievement of Middle Tennessee and Project Return. Kenny lives in Bellevue with his wife Alex and their puppy Jackie. He is an avid reader and enjoys watching reruns of The Office.

KASON DAVIS

Kason Davis is a graduate of Florida St. University with a bachelor's degree in Electrical Engineering and holds a Master of Business Administration from Rice University. Kason has worked at Caterpillar for 16 years, holding a



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variety of positions with increased responsibilities. He started his career completing various assignments as part of a Leadership Development Program. Upon completion of the program, he completed assignments as a Sales Support Engineer and Sales Representative within the Power Generation Systems organization. Kason then transitioned to Caterpillar Financial Services Corporation serving as a Regional Insurance Manager, followed by leadership positions as a Business Development Manager and currently serving as North America Marketing Strategy Manager. His current responsibilities include leading a team of Market Development Consultants and Marketing Support Reps to provide a go-to-market strategy for financing of Caterpillar equipment throughout the US and Canada.

Kason's career has relocated him and his family to multiple places during his career prior to settling in Nashville in 2019. Locations include but are not limited to Peoria, IL, Houston, TX, Seattle, WA, and Charlotte, NC. Kason served as one of the members on the inaugural PENCIL Emerging Leaders Board and currently serves as chair of the Caterpillar African American Mentor Program. Kason is a native of Albany, GA and currently resides in Brentwood, TN with his wife and two young boys.

JOSH DePRIEST

Rogers Group International- Mr. DePriest became Vice President of Finance and Treasurer of Rogers Group Inc. in 2018. Josh's 21-year career in financial leadership began with Davidson, Golden & Lundy in Brentwood in 1999 where he passed the CPA exam. He joined RGI in 2003 and held multiple Controller roles prior to his promotion to Vice President.

Josh currently serves on the Board of Directors and as Vice President of the Construction Financial Management Association (CFMA). He also volunteers his time as a youth athletics coach.

Josh earned his Bachelor of Science in Accounting with Magna Cum Laude honors and Master of Business Administration from The University of Tennessee at Martin. Josh is a Middle Tennessee native and grew up attending public schools in nearby Robertson County. He and his wife, Stephanie, reside in Brentwood and have two school-age children, Addison, and Patrick.

KIRSTEN DODSON

Kirsten Heikkinen Dodson (pronouns: she/her) is an Associate Professor and the Chair of Mechanical Engineering in the Raymond B. Jones College of Engineering at Lipscomb University. She earned her B.S. in Mechanical Engineering and Applied Math from Lipscomb University and her Ph.D. from Vanderbilt University before returning to her alma mater. She also serves as the Associate Director for Research and Education for the Peugeot Center as well as a regular team leader for engineering missions projects in Guatemala. Her research interests focus on the connections between humanitarian engineering, engineering education, and equity and inclusion topics. Her teaching spans the disciplines of thermal fluid sciences, humanitarian engineering, and various design courses. Kirsten has served on the Emerging Leaders Board of PENCIL since 2019 with leadership experience in the roles of Nominating Chair in 2020 and Co-Chair in 2021. She is an active member of her community who enjoys supporting local businesses, serving Nashville schools and children, and hitting the best local music venues. She also loves to travel with her husband Stephen, spend time with family and friends, and enjoy the great outdoors with her dog Leia.

JOHN DOERGE

John is a long-time supporter of PENCIL and MNPS with over 25 years of commitment to our schools. He provides local leadership for Deloitte's Corporate Citizenship initiatives, volunteer programs, internal communications,



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sustainability, and well-being. Prior to joining Deloitte, John was the Employee Events and Programs Manager for Opryland Hospitality and Attractions. In addition to his work on the PENCIL board, John is active board member or United Way of Greater Nashville, Junior Achievement, and March of Dimes. He is a former commissioner for the Metro Nashville Airport Authority.

FLYNNE DOWDY

Flynn Dowdy is a Labor & Employment Partner in Holland & Knight's Nashville office. An experienced trial attorney, Ms. Dowdy represents employers in litigation and provides day-to-day advice and counseling to management and human resources personnel.

Clients across a wide range of industries rely on Ms. Dowdy to investigate and resolve labor and employment matters, including allegations of harassment, discrimination, retaliation and wrongful discharge. Ms. Dowdy's practice also involves Fair Labor Standards Act (FLSA) and state wage and hour litigation, including collective and class actions.

Additionally, Ms. Dowdy helps clients develop strategies to reduce the likelihood of disruptive litigation. She drafts employment and independent contractor agreements, severance and settlement agreements, and policy manuals and handbooks. Her experience also includes unfair competition and trade secret litigation.

Previously, Ms. Dowdy gained valuable courtroom experience with law firms in Nashville and Miami. She began her legal career as an Assistant District Attorney with the Harris County District Attorney's Office in Houston.

SHANI DOWELL

Possip -- Shani Dowell is the founder and CEO of Possip. A product of Houston public schools and a public school teacher and parent, Shani loves supporting the work of schools. She started her career as a consultant at Bain & Co. and helped launch the Boston office of the Posse Foundation, a nonprofit organization that works to increase student retention and engagement on college campuses. She has also worked for Houston Independent School District, KIPP Foundation—a national network of charter schools, Teach for America, Bridgespan Group, and Relay Graduate School of Education. Shani earned her BA at Howard University in Washington, DC, and her MBA at Stanford University. In starting Possip, Shani seeks to support schools by elevating the ideas of parents, teachers, and students.

JOSE FERREIRA

Jose is the JLL Finance Director for the State of TN account since October 2020. He has US and international experience of over 20 years mainly in Finance. He has held increased responsibilities at Mayo Clinic, Microsoft, Asurion, Cummins, and Bridgestone Americas. He is a Certified Management Accountant and holds an MBA from Vanderbilt University and a bachelor's degree in Business Administration from Universidad del Pacifico. Jose was born in Lima, Peru, he is bilingual in Spanish and English and has a basic understanding of Portuguese.

TODD FIGLER

AllianceBernstein -- Todd Figler is a Senior Vice President and Managing Director in the Private Alternatives Group, primarily focused on the business and product development of the firm's credit-oriented strategies. He joined AB in 2017. Previously, Figler was the head of strategy at Prosir Capital Management, a multi-sector credit-oriented investment manager, where he focused on the firm's overall allocation across investment sectors and strategic initiatives. Prior to that, he was vice president at Bank of America Merrill Lynch in the Cross Asset Solutions and Strategies Group, where he was responsible for the structuring and execution of derivative and funded transactions.



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across credit and rates. Figler began his career in the Leveraged Finance Origination Group at Merrill Lynch. He holds a BS in finance from Georgetown University and a JD from the New York University School of Law. Location: Nashville.

ROBERT FISHER

Robert Fisher is a public and social sector leader with expertise in education and economic opportunity. He most recently served as a Director at The Connecticut Project (TCP), a philanthropic and social change organization focused on improving economic opportunity across the state of Connecticut. Beyond Connecticut, Robert supports communities throughout the U.S. with education and economic mobility initiatives as an independent consultant. Prior to joining TCP, Robert served in several public sector roles in Tennessee, including Deputy Chief of Staff to Nashville Mayor John Cooper and Director for Strategy & Innovation at Memphis-Shelby County Schools. Robert, both a Rhodes and Truman Scholar, holds a bachelor's degree in Political Science from the University of Tennessee at Chattanooga as well as master's degrees in public policy and education from the University of Oxford.

JOAN FLEMING-RIDLEY

Joan Fleming-Ridley serves as Vice-President of Residential Lending and Community Development for Citizens Savings Bank and Trust Co., the oldest, continuously operated African American owned Bank in the Country.

Joan has become the brand ambassador of "AskJoan," a campaign launched to help educate consumers in financial literacy, homebuyer education and credit worthiness. AskJoan commercials, seen nationally, showcase not only her experience, but her compassion for her clients and witty nature. (www.AskJoan.net)

There are few individuals who seem able to build relationships, trust, and rapport with almost anyone and have the ability to translate their financial needs into a plausible solution. Joan is one of those rare people who has developed programs and solutions in a challenging industry that faces constant changes and restrictions. She has become an industry leader finding ways to produce results through her expertise, commitment, and relationships.

As a senior manager in the mortgage and banking industry, Fleming-Ridley radiates a sincere passion for delivering value and benefit to her clients with an enthusiastic and friendly attitude. It is Joan's commitment to serve the underserved by being an advocate for affordable housing and financial literacy. Her "thinking outside the box" mentality allows her to develop programs to ensure everyone can build wealth through homeownership.

As a former board member for Residential Resources, she continues to teach classes with the agency in addition to several other agencies throughout the Nashville community. Joan currently serves on the Protecting Our Legacy Committee, Racial Equity 2030 Project (The Nashville Urban League), teaches quarterly financial literacy classes for TMobile and serves as a committee member for the American Bankers Association Mortgage Market. Joan served on the Homeowner Selection Committee for Habitat for Humanity.

Joan attended Tennessee State University and is currently enrolled at Barret Graduate School of Banking located in Memphis, TN.

In addition to Joan's commitment to helping her clients build wealth through homeownership, her passion and commitment to a healthy lifestyle through fitness led her and her best friend to create a fitness clothing line, JoPa. The clothing line is a lifestyle brand that epitomizes the union of friendship, strength, power, and beauty of a



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woman (www.thejopallife.com).

Joan is married to husband Keith and the proud mother of Jasmine Fleming, a recent Howard University graduate.

JESSIE GARCIA KNOWLES

Jessie Garcia Knowles is the Community Affairs Manager of Clark Construction Group. Her previous experience includes the role of Executive Director of the Tennessee Latin American Chamber of Commerce (TLACC), returning to Nashville in 2019 after six years in California, where she worked in leadership development with area nonprofits and higher education institutions. She is also the pro bono director of Entrepreneur Latina Leaders of America, serving minority women starting new businesses. She had previously served as Assistant Dean of Intercultural Engagement at Lipscomb University and as director of Latino Achievers with the YMCA of Middle Tennessee, where she focused on the matriculation of first generation, low income, minority students to higher education. Prior to this, Jessie was in sales and account management in the corporate sector.

Garcia Knowles serves as Board chair of Aventura Community School and on the board of Salama Ministries. She is fully bilingual, and enjoys building community engagement around effective storytelling and connection. When not at work, Jessie refinishes furniture, helps friends rearrange their homes, and attempts not to kill any living plants in her home and garden.

JACKY GOMEZ

Jacky Gomez works for the Mayor Freddie O'Connell's Office as the Director of the New Americans Office. Previously Jacky worked for Asurion as a Leadership & Development Programs Manager developing programs and pipelines that support diverse hiring practices. She is a graduate of the Metro Nashville Public School system and attended Lipscomb University where she studied Business Administration with a concentration in Social Entrepreneurship. Jacky is a junior board member of the Tennessee Latin American Chamber of Commerce and as co-chair of the Mayor's New American Advisory Council, participating in leadership development programs including MyCity Academy and Young Leaders Council. Jacky finds joy in leading the first Latina Girl Scout troop in Nashville, volunteering with the YMCA Achievers program and staying civically involved through participation in the Tennessee Immigrant Refugee Rights Coalition. Jacky is a collaborator at her core and is constantly surrounding herself with individuals whom she can learn from and work with to create a better tomorrow.

JEFF GREGG

Jeff began his career in the entertainment business and spent over three decades guiding the careers of some of the biggest names in show business. He is a dynamic senior executive with over three decades of experience at the highest levels of for-profit and non-profits businesses. He is a visionary leader with proven ability to mentor, connect, and inspire. He left the entertainment industry in 2020 to become the Executive Director of Lantern Farm Counseling Center based in Mt. Juliet, Tennessee.

He earned an undergraduate degree in business from Aquinas College, an MBA from Amberton University, and a Master of Marriage and Family Counseling/Therapy from Trevecca Nazarene University. Jeff spent his career solving problems, first in the music industry, and now as a family counselor. He desires to walk alongside clients and help them identify and deal with emotions and feelings healthily. He is eager to help his clients find solutions and set attainable goals that lead to happiness, success, and healthy relationships. He believes that we all feel emotions such as shame, anxiety, fear, and anger. How we deal with these feelings can often hurt more than help.



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He is currently pursuing a Doctoral degree in Business at Liberty University. Jeff has dedicated much of personal time investing in the health, wellness, and the minds of others. Throughout his successful career as a business leader, he has tackled complex issues and led with a result - driven approach. He has served in many leadership roles in Nashville over the past 27 years. Jeff resides in Donelson, where he is very involved in the community.

EMILY LAURITSON-GRUENING

Ms. Gruening was born and raised in Central California. She received her Bachelor of Arts degree in Interpersonal Communications, with a Minor in Entrepreneurship, from California State University Long Beach. Upon graduation, she moved to Nashville, Tennessee, and started her career at Gaylord Opryland Resort and Convention Center. After various roles within the organization and industry, Emily currently serves as Director of Leadership & Training for Ryman Hospitality Properties. Emily oversees training, development, company culture and engagement for RHP, which includes iconic and growing brands such as the Grand Ole Opry, Ryman Auditorium, 650am WSM, Ole Red, and Austin City Limits Live. Emily is passionate about the development of our youth, as well as the importance of providing them with opportunities that can help shape their future.

Emily and her family reside in Burns, Tennessee.

LILA HALL

Lila Hall co-founded Yazoo Brewing Company with her husband, Linus, in Nashville in 2003. Lila and Linus have been and continue to be involved in the day-to-day operation of the brewery and value the importance of small, locally owned, family businesses to the ever growing Nashville community. In addition to developing her family's business for the last 20 years, Lila has worked in Nashville's visual arts and museum circles and is currently a registrar at the Frist Art Museum.

Lila is the mother of two daughters who have attended MNPS schools since kindergarten. Lila graduated from public high school and is a committed advocate of public education.

MIKE HARRIS

Raised in New York, Mike Harris began his career in music career in 1994 at Sony Music's Relativity Records. Three years later he left Sony Music to join EMI where he would spend over 15 years in various financial and operational positions including Chief Financial Officer for Blue Note Records, Virgin Records and Capitol Records. He would eventually go on to oversee the financial aspects of all the labels in North America as the Executive Vice President/Chief Financial Officer New Music and subsequently held a global role as Executive Vice President, Finance Director Global A&R Operations. In 2010, Harris was named to oversee EMI Label Services / Caroline Distribution as their Executive Vice President/General Manager. During his time at EMI, he worked with artists such as Norah Jones, Katy Perry, Coldplay and the Rolling Stones. When Universal Music purchased EMI in 2013, Mike would continue his role at the newly branded Caroline. In 2016, Mike accepted the role of Executive Vice President and Chief Operating Officer, Universal Music Group Nashville. In his current position, Harris is responsible for overseeing the sales, streaming, strategy, business affairs, finance, and operations functions of UMG.

Mike is an adjunct Professor at Belmont University and volunteers at Musicians On Call. He also currently serves on the Board of the Middle Tennessee YMCA. Mike and his wife Denise have three children, Michael, Meagan, and Mary Kate.



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RACHEL HAWKSWORTH

Rachel Hawksworth is the VP of Talent Acquisition for HCA Healthcare. Her experience spans Human resources with deep expertise in Talent Acquisition, Organizational Design, Succession Planning, Employee Relations, Performance Management and HR Business Partnership.

Rachel holds a Bachelor of Fine Arts with a concentration in Music Business from Western Illinois University and an MBA with a concentration in business leadership from Franklin University.

JACQUELINE HAYES

Jacqueline Hayes, MBA, PCM® is Principal and Chief Marketing Strategist of Crayons & Marketers, a full-service marketing agency in Nashville. Under her leadership, Crayons & Marketers helps companies, nonprofits, and government agencies attract and engage audiences through culturally sensitive content marketing. Jacqueline serves as Treasurer on the National Association of Women Business Owners National Board of Directors and Chair of the Finance Committee, and incoming Chair of the Audit Committee. She also serves as Recording Secretary on the board for the National Coalition of 100 Black Women, Metro Nashville Chapter, a decades-old national organization advocating for black women and girls, and past co-chair of the Health Committee and the Economic Empowerment Committee. Jacqueline is the Vice President of the Diversity, Equity, and Inclusion Committee of the American Marketing Association, Nashville Chapter (AMA Nashville) and member of the Executive Committee and Co-Leader of The Table's Supplier Diversity Extension Group. She is also a member of the Board of Directors for the You Have Power...Know How to Use It, a nonprofit committed to raising awareness about crime and justice issues through victim advocacy and a member of Alpha Kappa Alpha Sorority, Incorporated Kappa Lambda Omega Chapter, where she serves as the Marketing Committee Chair.

Jacqueline was awarded the 2013 PENCIL Foundation Volunteer of the Year Award and 2014 Community Enrichment Award by NAWBO Nashville. In 2019, she was among a small contingent of dynamic women in business awarded the WBEs Who Rock Award by MBE Magazine. In 2020, Jacqueline was named to the prestigious Marquis Who's Who in America and honored as a 2020 Women of Influence Awards recipient by the Nashville Business Journal. Jacqueline also received a 2021 Enterprising Women of the Year Award from Enterprising Women Magazine. Jacqueline graduated with a Master of Business Administration from Middle Tennessee State University and a Bachelor of Business Administration from Tennessee State University. She is an alumna of the Goldman Sachs 10,000 Small Business Program and certified as a Digital Marketing Professional through the Digital Marketing Institute and Professional Certified Marketer® through the American Marketing Association.

HERMAN HICKS

First Horizon-

BIO COMING SOON

BRANDON HILL

Brandon Hill is a community development professional with 20+ years of experience working in Nashville communities. At the ripe age of 19, Brandon became Teen Outreach Director at the Martha O' Bryan Center serving the James A. Cayce Homes, a community he grew up in. He later assumed the same role at the Oasis Center in Nashville, TN before teaming with Grammy-award winning artist Usher Raymond to serve as National Program Director of Usher's New Look Foundation, a youth-focused organization in Atlanta, GA. In 2011, Brandon returned to Nashville to serve as director of the Mayor's Youth Council of Nashville/Davidson County which provides ongoing and direct input on government policies affecting youth and acts as the communication link between the



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metropolitan government and young people of Nashville. In 2019, Brandon signed on as Head of Community Engagement for Nashville SC, the latest expansion team of Major League Soccer.

In addition to local and national consulting work, Brandon has also serves on the boards of the Maddox Charitable Fund and Urban Green Lab. Brandon received the Emerging Leaders Award by the Tennessee Alliance for Progress, and in 2016 he was named one of Nashville's "30 in their 30s" by the Center for Nonprofit Management. Brandon has a B.S. from Tennessee State University and M.Ed from Vanderbilt University Peabody College.

OLIVIA HILL

Olivia joined 4Patriots in 2022, bringing with her over 15 years of diverse Human Resources experience. Her areas of expertise encompass strategic planning, performance management, and organizational design, with a proven track record of supporting rapidly growing banks in building world-class teams.

Olivia began her HR career in retail before transitioning to the financial services industry, where she spent the majority of her professional journey. Most recently, she served as the HR Director for Reliant Bank, where she made a significant impact in driving organizational growth. Olivia holds a Senior Professional Human Resources certification and earned her Bachelor of Science degree from Colorado State University.

COLLEEN HOY

Colleen Hoy is the Director of Product Management at ENA by Zayo. In this role, Colleen is responsible for leading a team focused on developing product vision and roadmaps and ensuring each product portfolio aligns with the mission of enabling communities by bridging innovative technology with exemplary customer care. She was previously the director of programs and partnerships at Nashville Technology Council and a consultant for c3/consulting (now Ankura).

Colleen was named 40 Under 40 by the Nashville Business Journal in 2017, awarded Product Manager of the Year by the NTC in 2021, was previously appointed to the MTA Board of Directors, and has served on the Nashville Chamber Report Card Committee, Alignment Nashville Learning Technology Committee, PENCIL Partnership Council, and the Nashville Social Enterprise Alliance Board of Directors. Colleen earned her BA from Dickinson College and her M.Ed. from Vanderbilt University.

KAITLYN JONES

Kaitlyn Jones is the Director of Marketing for R.C. Mathews Contractor, a fourth-generation family business founded in Nashville in 1941. She serves on the Board for PENCIL, NAIOP Nashville, and AEC Power Women. She is an active member of Urban Land Institute (ULI) Nashville Chapter, Associated Builders and Contractors, and the Rotary Club of Nashville. She received the 2017 NAIOP Middle Tennessee Developing Leader of the Year award, a nomination for the 2016 Nashville Athena Young Professional of the year, and served as a Commissioner for the Metropolitan Nashville Historic Zoning Commission from 2017 to 2022.

Kaitlyn holds degrees in Political Science (International Relations) and Spanish with summa cum laude honors from Middle Tennessee State University. Kaitlyn grew up attending public schools, and her mother is a retired 35-year teacher of Metro Nashville Public Schools.

MEREDITH JONES LONG

Meredith Jones is a Music Agent at leading entertainment and sports agency Creative Artists Agency (CAA). Based



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in CAA's Nashville office, Jones also leads the college and university bookings team on behalf of the entire global music department. She represents successful artists like Maren Morris, Whiskey Myers, Little Big Town, Lori McKenna, Lindsay Ell, Hailey Whitters, and Filmore, among others. Jones strategically helped navigate Maren Morris' cross-genre success and has been instrumental in booking her performances amongst the multi-genre festival circuit.

Jones, who just celebrated 15 years at CAA, began her career at the agency in 2007. She was promoted to Agent in 2012. She graduated magna cum laude from Belmont University, receiving a Bachelor of Business Administration with an emphasis on Music Business. Jones' dedication to inclusiveness is evident throughout her work, both externally and within CAA. She has led the team that created THE HUBB, a networking and professional development summit that was designed to provide diverse internship- and career-ready college students with the tools and resources needed to successfully enter the music business. She has also served as the acting Board Secretary of the PENCIL Foundation, an organization that connects the local business community and Metro Nashville Public Schools through partnerships and programs.

WHITNEY KALB

Whitney Kalb is a Partner and General Counsel at FCA Venture Partners, a local venture capital fund which invests in early-stage healthcare technology and services companies. Prior to joining FCA, Whitney worked in private practice representing companies in a variety of business transactions with a focus on mergers and acquisitions, venture capital financings, commercial mezzanine lending, capital raising and other general corporate matters. Whitney was born and raised in Nashville, received her Bachelor of Accountancy from The University of Mississippi and received her J.D. from Samford University's Cumberland School of Law. Whitney and her husband Zach have two daughters: Katherine (9) and Estelle (1).

NICOLE KEEFE

Ms. Keefe is an attorney with Burr & Forman LLP, a southeastern regional law firm, where she represents clients in a variety of transactions and general business matters, with a focus on mergers and acquisitions, corporate governance, and financial transactions. Nicole is involved with various professional and community organizations, including the Harry Phillips American Inn of Court, the Arts & Business Council of Greater Nashville, and the Associate Board of the Ronald McDonald House Charities of Nashville; she has also participated in the Young Leaders Council and the Nashville Emerging Leaders programs. A native of Toronto, Canada, she earned her Bachelor of Arts from the University of Arizona in Philosophy, Politics, Economics and Law, and her juris doctorate from Vanderbilt University Law School.

AMANI M. KELLY

SouthEast Investment Capital Group - Amani is a former corporate director who now consults and develops residential new construction real estate.

At the age of 19, with a newborn child, Amani had to grow up quickly and get a job. He started out selling shoes at Payless, moved to selling new and used cars, and then bounced around to several retail sales jobs at the mall before landing a professional role selling yellow pages door to door. This was his first structured sales role which required sales skills and strategy. Although, he did not spend a lot of time at the company, he found this as a pivotal point in his sales career where he understood the grit, and the grind it takes to be successful as a sales professional.

Along the way, he became a top producer at every stop he made including Enterprise Rent-A-Car, Atlantic



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Components where he sold passive electronic components, and then decided to pivot into the music industry as a manager and label owner. Although that led to some modest success, he was not completely satisfied, so he went back to corporate landing a career as an Account Executive for publicly traded Forrester Research (Nasdaq: FORR). Being at Forrester Research for over 12 years, he truly cut his teeth as a structured, consultative sales professional, and was a top performer in the company for several years. He then transitioned into management, eventually earning his way to a director role with a large piece of the overall organizations' P&L while managing over \$50mm in revenue. Amani then took it upon himself to finish his bachelor's degree, and also completing a full year at Harvard University. In addition to his fulltime job, and being a full time father, Amani decided to take a bet on himself and get into the real estate game. He eased into rehabbing, and flipping just a few houses per year, to flipping houses quarterly and creating his own real estate development and investment company. However, by mid-2019, he decided that it was time to leave the corporate world to further along his own ventures in real estate, technology and investing, where he now continues to thrive.

Amani currently sits on the board of; 808 Education, The Collective Global, The Historic Buena Vista Community Association, and The Row on 12th South. He is the owner, or partner, in the following companies: Nashville Development Partners, The Sales Elite, Top Tier Sneakers, and Guerrier Development. Amani is a published author of 'Coffee 4 Closers', former co-founder of Chivalry Magazine, and investor or advisor to several former and current companies. Amani is passionate about giving back to the community, mentoring the next generation, Mixed Martial Arts, sports, traveling, day trading, and music.

DEVIN LINTZENICH

As the Director of Professional Development & Retention at Bass, Berry & Sims, Devin Lintzenich leads integration, training, evaluations and development for more than 350 attorneys. She aims to help attorneys advance toward their goals. Outside of work, Devin is an advocate for strong public schools and safe communities. She and her husband, Jeff, have two children: Patrick (6) and Lucy (4).

JOHARI MATTHEWS

Johari Matthews currently serves as the Vice President and Executive Director of the Tennessee Titans Foundation and Community Impact with the Tennessee Titans, overseeing the restructuring and advancement of the Titans Foundation while supporting the club's community initiatives. A role that was recently established by the Titans to grow the breadth and depth of community impact efforts, this role serves as the primary liaison for the Titans Foundation community partnerships, including neighborhood and community stakeholders. In addition, this role focuses heavily on all efforts surrounding the development of more statewide community programs, as well as neighborhood initiatives across Nashville. Prior to joining the Titans in May 2022, Johari served in various leadership roles with the YMCA of Middle Tennessee with her most recent being Executive Director of the Northwest Family YMCA. In this role, she was committed to leading the center's efforts to foster healthy living, youth development and social responsibility by providing key strategic direction and oversight to develop community outreach programs for individuals and families throughout Bordeaux and North Nashville. During her tenure, she was recognized for her collaborative work with The BlueCross BlueShield Foundation and the YMCA of Middle Tennessee as they opened a new \$6.5M state of the art, inclusive BlueCross BlueShield Healthy Place Park on the grounds of the Northwest Family YMCA located in the heart of the Bordeaux and North Nashville community.

A graduate of The Tennessee State University receiving her bachelor's in psychology, she has spent 18+ years in the nonprofit sector with a committed devotion for community engagement, influential leadership, and capacity building. Serving as a change agent and advocate for diversity and inclusion, her work continues to have an emphasis



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on empowering and uplifting BIPOC communities, an advocate for issues that directly impact women and girls, and the promotion of equitable public policy and private sector practices. With a background rooted in philanthropy, in her personal endeavors she serves on various boards and committees currently including Corner to Corner as the Board Chair, YMCA of Middle TN HBCU Alliance, The Community Foundation's Women's Fund and PENCIL. She is a member of Junior League of Nashville, Alpha Kappa Alpha Sorority, Incorporated and the Rotary Club of Nashville. In 2020, she was named by the Nashville Business Journal as one of Nashville's Top 40 Under 40 emerging leaders. A believer in continuous learning, she has participated in leadership programs such as New Leaders Council and CEO Connect at Lipscomb University. A Nashville native, she and her husband, Juvenile Court Clerk Lonnell Matthews, Jr. reside in the historic Bordeaux community and are proud parents to two amazing kids.

BLAKE MCDANIEL

Blake McDaniel, grew up in Alabama playing music including piano and drums, eventually earning a band scholarship to the University of North Alabama where he received a BA in Music Business and went on to earn an MBA there as well.

He was hired in 2000 by the Nashville office of Creative Artists Agency (CAA), widely considered the world's leading entertainment and sports agency, representing many of the most successful professionals working in film, television, music, sports, video games, theatre, and the Internet, and provides a range of strategic marketing and consulting services to corporate clients. In January of 2024 Blake established his own agency called Daps Landing Media, continuing to represent the Nashville talent community.

Some highlights of Blake's work have been representing the most successful group in country music history, ALABAMA, relaunching them into the marketplace and building them back into arena headliners. He also represents Jerry Lee Lewis, the first person inducted into the Rock and Roll Hall of Fame and one of the fathers of the genre. Blake represents the iconic rap group RUN DMC as well. He has represented Universal Records artist, CMA and ACM winner Lauren Alaina since she was 15.

His sense for brand development led Blake to sign National Public Radio, the nation's largest and most trusted radio/digital news network, as a client to assist with new business development and expanding the reach of NPR's programming.

Blake is a member of the Country Music Association, the Academy of Country Music, sits on the boards of the Nashville Association of Talent Directors, and oversees the Nashville Municipal Auditorium as the commission chairperson. He is an alum of Leadership Music and now serves as an advisor for the Live Music curriculum. Blake also enjoys returning to his alma mater and regularly guest lectures at UNA.

Blake's philanthropic activities include advising CAA's Nashville LGBTQ+ committee, Oasis Center of Nashville, Nashville's "Just Us" program, Leukemia Lymphoma Society, St. Jude's Hospital, Nashville's Second Harvest Food Bank, and Movember for Men's Health. Blake recently launched his own charity, Clean Clothes for Kids, an initiative to put washers and dryers in Nashville schools, so that kids who do not have access to washers and dryers at home can have clean clothes to wear to school. To date, Clean Clothes for Kids with Blake's guidance, has placed 17 sets of washers and dryers in Nashville Metro Schools, impacting an estimated 12,000 children.

Above all, Blake enjoys spending as much time as possible with his three daughters; Evie, Ruby and Hazel who he contends are the "world's greatest," and whom he credits with inspiring and motivating him to be the best human he can be.



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NORMAN L. MERRIFIELD

808Education LLC – Mr. Merrifield is Principal at 808Education LLC, a consulting firm specializing in professional development training experiences.

A Bloomington Indiana native, he holds a bachelor's degree in K12 Education from Tennessee State University and a master's from Peabody College of Education and Human Development. Norman founded 808Education based on his passion for delivering professional development services that focus on assets and strengths of educational communities that have been historically underserved. Prior to that, he served as a teacher, instructional designer, and educational consultant. Norman serves as Co-Chair of the educational counsel for the National Museum of African American Music and youth soccer coach for Nashville Sporting Travel Soccer through East Nashville Athletics. He and his wife Christal have two children, Blake, and Kylan, who are enrolled in Metro Public Schools.

HASINA MOHYUDDIN

Hasina is the Assistant Dean of the Peabody Office of Equity, Diversity, and Inclusion, as well as a Research Associate and Lecturer in the Department of Human and Organizational Development at Vanderbilt University. She received her PhD in Community Research and Action (CRA) program at Vanderbilt University. Prior to joining the program, she received a BA in Economics from Yale University and an MBA from Vanderbilt University. Her dissertation research explores the religious identity development for Muslim American youth in the context of widespread negative stereotypes of Islam and Islamophobia.

As a Research Associate, Hasina most recently served as the Principal Investigator on a study on Digital Inclusion and Equity in Nashville. She is also an active member of the Nashville Muslim community, and currently serves on the boards of the Maddox Foundation and PENCIL and is in the 2023 cohort of Leadership Nashville. Hasina has been married for over 25 years to her husband Shuaib and has three sons – Ibrahim, Mohammed, and Isa.

PERRY MOULDS

Perry Moulds has spent 23 years in the field of higher education leading teams specializing in fundraising, engagement, operations, marketing, communications, and public relations. He is a passionate advocate for access to quality education at all levels.

P. DANIELLE NELLIS

P. Danielle Nellis is a multi-generational Nashville native, with a deep passion for effecting systems-level change through education, advocacy, and creating connections. Danielle lives out her passion in both the personal and professional spheres. She is the Deputy General Counsel for the Tennessee State Board of Education. Prior to that, Nellis served as Counsel at Klein Solomon Mills, PLLC where she helped clients create and grow diverse, equitable and inclusive workplaces, free from discrimination and healthy for everyone through training, education, coaching, and facilitation. Danielle is also an active member of the community, where she serves on several boards and committees. She is a Nashville Bar Foundation and MOSAIC Fellow.

Danielle, an MNPS graduate, holds degrees from Spelman College and Boston University School of Law. When she is not working, she enjoys (loves) reading, walking the many primitive trails in Nashville and Middle Tennessee, and spending time with her family. She is married to her bestie, Eric Insignares, and they have one very smart, very handsome son.



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ELLIOTT NOBLE-HOLT

Elliott Noble-Holt brings over 30 years of expertise in Health Information Management to MediCopy Services, Inc., a company he founded in 2000. He built his client base by offering innovative and valuable solutions to his healthcare partners and acquiring additional clients through word-of-mouth referrals, based on his strong work ethic, morals, and values. MediCopy Services, Inc. disrupts outdated and inefficient workflows by taking a new approach to the traditional Release of Information services, providing innovative support to patients and HIM departments alike. In addition to ROI, MediCopy offers audit management and disability form completion solutions. Noble-Holt's commitment to superior and highly customizable customer service has set a high bar for his team, which serves more than 4,000 healthcare facilities in the ever-evolving healthcare industry. In February 2022, MediCopy joined forces with MRO Corporation, a leading provider of healthcare disclosure management services, further enhancing its comprehensive and innovative line of services and products.

MediCopy's excellence has been recognized with numerous awards, including being named one of the Top 10 Best Employers in Middle Tennessee and one of Nashville's Healthcare Heroes. They were also honored with the Nashville Business Journal Small Business Award, presented by Comcast Business Class, and ranked on the Inc. 5000 list as one of America's Fastest-Growing Companies for nine consecutive years. MediCopy was a finalist in the NBJ's Small Business Awards, the Nashville LGBT Excellence in Business Awards, and Entrepreneur of the Year. Elliott Noble-Holt won the NBJ's 40 under 40 awards, Healthcare Market Mover at NEXT Awards, and was recognized as one of Nashville's Most Admired CEOs. Additionally, MediCopy was ranked #28 on the 2021 Inner City 100 (IC100) list, representing the 100 fastest-growing businesses in under-resourced communities in the U.S.

BRANDYN PAYNE

Consilio – Ms. Payne is Chief Employee Experience Officer at Consilio. Previously, she served as Chief Human Resources Officer for HCTec. Before her time at HCTec, Brandyn led the talent management and OD practices for Tenet Healthcare, a \$16B, 110,000 colleague health system, and directed employee and organizational development for Healthways, a leading well-being company and FORTUNE Best Place to Work. Brandyn holds a PhD in Organizational Leadership and Policy from Vanderbilt University and a master's degree in Instructional Systems Evaluation and Design.

WESLEY PAYNE

Pinnacle Financial Partners – Wes is Senior Vice President at Pinnacle Financial Partners here in Nashville where he works primarily with local, family-owned businesses.

Locally raised, Wes earned his MBA in Finance from Belmont University and a BBA in Financial Institution Management from MTSU. In addition to chairing PENCIL's board, He is also a proud parent of two MNPS students.

KENDRICK ROBINSON

Kendrick is the Sr. ERG & Inclusion Specialist for Bridgestone Americas, headquartered in Nashville, TN, where he supports advancing Bridgestone's DE&I strategy with oversight for the company's Employee Resource Groups (ERGs) and enterprise DE&I education. An Alabama native, he holds a bachelor's degree in Political Science from The University of Alabama in Huntsville, a Master of Public Administration from Tennessee State University and is a MBTI® Certified Practitioner.

Prior to joining Bridgestone, Kendrick led Community Engagement at Cummins Inc. His professional experience includes learning and development roles across a few industries, including quick service retail, health care and



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manufacturing.

Kendrick is passionate about community service and helping others. He is an active supporter and volunteer for United Way, Second Harvest Food Bank, YMCA Achievers and Metro Nashville Public Schools. In addition to his PENCIL board membership, he currently serves as a member of both the Academies of Nashville Alignment Team and the MNPS Partnership Council. Childhood literacy is a priority area for Kendrick's advocacy. When time permits, he enjoys reading to pre-school children with the United Way Read to Succeed Project.

NICOLE ROBINSON-HAMILTON

Nicole Robinson-Hamilton is a lifelong book nerd who strategically landed a position in a bookstore in 1996 and has been in the book business ever since. For the last 24 years, she held a variety of positions at Ingram Content Group. She started as buyer for HarperCollins and the Perseus Book Group focusing on backlist and title research, operations and logistic before moving on to Content Manager, managing all buying and the business relationship between Ingram Book Group and several small/mid-sized publishers. Her love of books moved her into learning various other aspects of the book business. As a Business Process Manager, she focused on creation of new business and strategic processes from inception, research, business planning, team collaboration and contracts. As a Merchandising Manager, she pivoted to metadata optimization, researching, analyzing, and creating products and technology to improve searchability and the ability to curate custom title lists. Currently, she is a Lead Content Manager for Ingram Content Group in Laverne TN, managing a team of 7 people who collectively manage and buy for over 200 client partnerships including Penguin Random House, DK and Simon & Schuster.

When she's not buying books, reading them, or buying more bookcases to house them, she is also an ESL teacher as well as a certified yoga and meditation teacher.

YANET RODRIGUEZ

My name is Yanet Rodriguez. I'm from Mexico. I been in Nashville for 19 yrs. I'm a mom, 24/7, of 2 wonderful boys. We work together as Family Business at JJJService/Mobile Mechanic. I love help to the community. I love to Volunteer. I like to do crafts where I can teach and share my culture like piñatas or dress up as Catrina. I am also a good cook. I love to make tamales for my family.

SUE SPICKARD

Ms. Spickard is a founding member of PENCIL. A former elementary teacher, Sue has continuously served on the board since 1982, serving as chair in 2002-2003. She has chaired the boards of the Junior League of Nashville, Cumberland Valley Girl Scout Council, Martha O'Bryan Community Center, YWCA, and Renewal House. She is on the board of the Alliance for Public Education. Sue is an inductee into the YW Academy of Women of Achievement. She was presented the 1997 E. Bronson Ingram Award for her dedication to public education.

RACHAEL TERRELL

CMT -- Rachael Terrell is the director of public affairs at CMT where she is charged with the network's corporate social responsibility, including oversight of CMT ONE COUNTRY, the channel's national call to volunteerism that promotes civic participation and inspires CMT viewers to take action and bring about important change in their communities. Wall also leads CMT EMPOWERING EDUCATION, a national campaign to inspire viewers to further their education and arm them with the tools to do so. Prior to joining CMT in 2017, she produced several large-scale live television events including the 2016 Super Bowl Half Time Show and the 2016 Democratic National Convention. Wall has a background in public policy and campaigns, starting her career working for Al Franken's campaign for



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Senate after spending time on Capitol Hill interning for Congressman Jim Ramstad. She is a native of Minneapolis, Minnesota, and has a bachelor's degree from the University of Minnesota-Twin Cities. Wall serves as a board member of Southern Word and on the capital campaign committee for Tennessee Immigrant and Refugee Rights Coalition.

JENNIFER WADE

After graduating from Thomas Cooley Law School, Magistrate Wade worked as an Appeals Hearing Officer with the Tennessee Department of Labor and Workforce Development, and an Adjunct Professor of Criminal Justice. She later became the Managing Attorney at a small Nashville-based law firm, before becoming a solo practitioner at the Law Office of Jennifer Wade. During this time, she practiced primarily in juvenile court where she focused on serving as guardian ad litem on neglect and dependency cases and counsel for students involved in truancy court.

Prior to her appointment as a Magistrate, Wade served as the Employee Relations Manager at Nashville General Hospital, where she conducted HR-related functions, including resolving workplace conflict, overseeing employee disciplinary hearings, and facilitating customer service and HR trainings. At Juvenile Court, Mrs. Wade served as the Director of the Metro Student Attendance Center (MSAC), where she led the dedicated staff to provide support services for students who have been truant or chronically absent from school. Wade then became a divisional magistrate handling issues of neglect, delinquency, and the GRIP/GANG Court.

While at Juvenile Court, Wade has been committed to community service as she co-chaired the Alignment Nashville Change Team on Attendance and was a member of Positive and Safe Schools Achieving Greater Equity (PASSAGE) Nashville to reduce discipline disparities and promote educational equity within Nashville schools. She is a board member of Communities in Schools and PENCIL, both of which bring resources and services to meet the needs of students and educators in Nashville and across our state.

Wade is a strong advocate for improving the lives of children and enjoys educating the public about the role of juvenile courts in Tennessee. She was a presenter at the Tennessee Bar Association Juvenile and Children's Law 2021: The Effects COVID -19 had on Education, America's Youth, and the Courts that Protect Them and a presenter at the 2019 Metro Nashville Public Schools Equity & Diversity Summit, Through the Cracks: Saving Youth from the School-to-Prison Pipeline. She was also a co-presenter at the Tennessee School Board Association Summer Law Institute, Working Together for Children in June 2018.

JUAN WILLIAMS

Juan Williams is the Commissioner of the Department of Human Resources for the State of Tennessee, appointed by the Governor in January 2019. Serving on the Governor's Cabinet with overall responsibility for statewide Human Resources initiatives and services for over 42,000 state employees serving almost 7 million Tennesseans. With over 20 years of human resources experience and 13 years of operations experience, Juan is an active member of the community and serves on the Board of Directors of PENCIL, Vice-President - National Associate of State Personnel Executives, and the Board of Directors of the Tennessee Center for Performance Excellence.

Juan earned a Bachelor of Science - Business Administration degree from North Carolina Wesleyan College and a Master of Business Administration from Queens University in Charlotte, NC.

ROBYN WILLIAMS

Robyn Williams graduated from the University of Kentucky with a Bachelor of Science in Chemical Engineering in



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1996 and received an MBA from UNC-Chapel Hill in 2001. She worked for Dow Corning in Manufacturing Engineering before her love of cars led her to a 20-year career in the automotive industry at Toyota and Nissan in EV product planning, telematics, and various strategy roles. Robyn is currently leading corporate strategy efforts for Bridgestone Americas' Mobility Solutions team. A passionate supporter of education, Robyn has served on a number of non-profit boards in the Nashville area.

Ex Officio Board

DR. ADRIENNE BATTLE

Dr. Adrienne Battle currently serves as the Interim Director of Schools for Metropolitan Nashville Public Schools (MNPS). MNPS is a diverse urban school district that serves approximately 86,000 students. Prior to her appointment to Interim Director of Schools, she served as the Southeast Quadrant Community Superintendent. Her primary responsibility was supporting all PreK-12 schools in the Southeast Quadrant and all MNPS high schools. During her tenure in MNPS, Dr. Battle served in many capacities as a professional educator. Her tenure includes serving as an Executive Lead Principal, Executive Principal, Network Lead Principal, Curriculum Principal, Teacher, Adjunct Professor at Tennessee State University and University of Phoenix.

Dr. Battle has a proven track record of facilitating quality learning experiences for students and families across Davidson County. One of her most recent successes as a professional administrator was as the Executive Principal of Antioch High School. During her tenure at AHS the school experienced significant increases in student academic performance, ACT composite growth, graduation rate and attendance rates. Additionally, school overall growth performance consistently increased. According to the Tennessee Value Added Assessment System (TVAAS), student performance made substantially more progress than the standard for academic growth in the state with level 5 ratings for literacy, numeracy and overall composite over the last three years. Dr. Battle transformed what was designated a low performing school in 2010 to a high performing school as the Executive Principal. Through her commitment to academic excellence, Antioch High School was designated a 2014 Tennessee Reward School which acknowledges the top 5% of schools for progress in the state for year-to-year progress. This designation was the first recognition for a zoned MNPS high school. Through Battle's leadership, the Academies of Antioch obtained National Model Academy Accreditation. Antioch High School was also named a 2015 Model School by the International Center for Leadership in Education, an International Baccalaureate School, and AVID National Demonstration School. Additionally, Antioch High School was among the first schools in MNPS to become a Community Achieves School in the district to ensure support for providing wrap around services for students and families as well as creating strategic business and community alignment to address key areas related to health & wellness, college & career readiness, parent & engagement, and social services to improve academic outcomes for all students.

Adrienne is an alum of Metro Schools, graduating from John Overton High School. After graduating she accepted an athletic scholarship to attend Missouri State University where she later received her Bachelor of Science degree in Education. She later continued her advanced studies at Tennessee State University where she obtained her Master's, Educational Specialist and Doctoral degrees. As a doctoral student and Adjunct Professor at Tennessee State University, she had the distinguished honor of being nominated and awarded a Barbara Jackson Scholar through the University Council of Educational Leadership and American Educational Research Association. Additionally, she previously served on the Board of Directors for the YMCA by volunteering, fundraising, and serving as a mentor. She has also received the Civic Award for her community service through MNP and MNPS, she was the recipient of the 2015 William J. & Lucille H. Field Award for Excellence in Tennessee Secondary School



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Leadership by the University of Tennessee-Knoxville and named the 2015 Academies of Nashville Executive Principal of the Year.

Through Dr. Battle's many professional experiences, she has a unique perspective on how to be a transformational leader within education and the community. As a result of her hard work and dedication in the field of education and in the community, she has earned the respect of those around her.

Adrienne's hobbies include running, reading, and traveling with her family. She strives to be a role model for youth and the students that she serves.

ALI BUCHANAN

YLC Intern - Born and raised in Nashville, Ali Buchanan is a seasoned hospitality director with over 17 years of food and beverage sales, marketing, and strategic development experience. She earned her undergraduate degree in hospitality management with a minor in business from the University of Tennessee, has earned a Certificate of Leadership Excellence in Organizational Leadership from Vanderbilt University's Owen Graduate School of Management, and is a recent graduate of Young Leader's Council.

Since 2006, Ali has served multiple roles with 4Top Hospitality in Nashville, now serving as the company's Director of Strategy for the group's 16 regional restaurants. Notable accomplishments include creating a marketing department, building sales that contributed to an overall company growth of more than 300% in the past few years, becoming the first director at the company, and overseeing the rollout of an employee stock ownership program for nearly 1,000 employees.

PATRICK DOOLEY

YLC Intern - I was raised in Franklin, TN prior to attending the University of Tennessee to receive a bachelors and master's in accounting and information systems. I currently work in the risk consulting practice at RSM performing internal audit and IT audit outsourcing. I recently participated in the YLC fall cohort which allowed me the opportunity to join the PENCIL Board. Through RSM, I have also been able to lead the partnership and volunteer efforts with PENCIL for the last two years making me familiar with the initiatives.

RYAN FLANANGAN

YLC Intern - I grew up in the Chicago suburbs where my mother was, and continues to be, a 4th grade teacher. I attended the University of Illinois where I graduated with degrees in Molecular and Cellular Biology and Psychology. Additionally, I attended the University of Arizona - Eller College of Management where I graduated with a Master of Business Administration degree, concentration in Finance.

I moved to Nashville in May of 2019, and since serving as the Senior Director in Ankura's Strategy and Performance practices I am now pursuing Management Consulting. I have deep consulting experience in operations, strategic planning, program management, financial, and analytical roles. I partner with clients as a trusted advisor to solve complex problems. My growth mindset allows me to adapt and flex to any situation and effectively manage ambiguity as I help organizations identify, quantify, and drive transformational changes. I excel at analyzing and distilling complex information to craft executive-level communication.

ERICA GRIFFITH

YLC Intern - Erica Griffith currently leads the Marketing Design team at Wistia, a Boston-based video software



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company. She has worked as a designer in the tech and nonprofit industries, and formerly ran her own design studio. She credits her career to an inspirational teacher in high school. Originally from Cleveland, Ohio, Erica earned her bachelor's degree in Journalism and Interactive Media Studies from Miami University. She's a recent graduate of Nashville's Young Leaders Council and balances her design work by staying active with sand volleyball, Spartan races, and summitting mountains.

CHRIS HENSON

Mr. Henson is Chief Operating Officer for Metro Nashville Public Schools and has recently served as Interim Schools Director prior to the hiring of Dr. Shawn Joseph. Chris joined MNPS in 2002, previously serving as Associate Director of Schools, Finance & Administration for Franklin Special School District and Budget & Finance Director for Sumner County Schools.

WILL PARROTT

Will is based out of Nashville, TN and currently works in Bank of America's commercial banking department as a Jr. Client Manager. He is responsible for prospecting new clients, enhancing existing relationships, and identifying new opportunities within a ~\$180mm revenue portfolio.

Prior to current role, Will worked as a fixed income analyst at Unum Group, a Fortune 300 life and disability insurer, where he was responsible for credit coverage of 27 US private placement issuers (totaling ~\$700mm of exposure) across a variety of industries. Will earned his B.S.B.A. in Finance from the University of Tennessee in 2012. When not in the office, you can find Will on the golf course or desperately rooting for the Tennessee Volunteers.

JAIMIE SWANN

Vanderbilt University MBA Candidate, Owens Intern – Jaimie is a current MBA student at Vanderbilt - Owen with a focus in Strategy, Operations & Analytics, and Human & Organizational Performance. Previously, Jaimie worked in the federal government for seven years, mainly focused on HR and training. She earned a B.A. in Writing, Rhetoric, and Technical Communication from James Madison University.

JESSICA TURCASSO

Jessica Turcasso currently works as Director of Operations at connectRN with prior roles in finance operations and data analytics. Originally from Utah where she earned her MBA at the University of Utah, with an emphasis in Operations Management. Aside from her career, she is passionate about education, being involved in the community, and her French Bulldog. Recently Jessica completed the Young Leaders Council program which gave her the foundational skills for joining a board and she is excited to start contributing her knowledge and viewpoints to Nashville non-profit organizations as well as learning and growing as a community leader.

OBINNA UDEH

Vanderbilt University MBA Candidate, Owens Intern – Obinna Udeh is a Business School student at Vanderbilt University. Prior to business school, he had his career in Commercial banking, particularly as a Treasury Professional. He volunteers often, and even co-founded an NGO in the past aimed at promoting readership among young people in Nigeria.