



PENCIL

Impact Report

2025



Connecting the
Nashville community
to ***Metro Nashville***
Public Schools



Dear PENCIL Friends,

As I complete my first 18 months as President and CEO of PENCIL, I'm proud to share a few realizations: Nashvillians deeply believe in our students, our educators are among the best, and our bright young people are deserving of every opportunity we can provide.

In the past year, we've laid the foundation for our next chapter through the development of our #PENCIL2030 strategic plan. This vision will guide us into a new, expanded space, foster deeper partnerships across all MNPS schools, and help us more effectively harness community resources to support student success in powerful new ways.

Thank you for your selfless generosity, which makes possible the impact and accomplishments highlighted in this report – as well as those still to come. As we look ahead, PENCIL will remain the welcoming space for any caring adult to share their time, talent, and treasure with young people across our city.

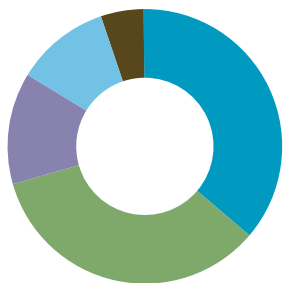
With appreciation,

A handwritten signature in black ink, appearing to read 'Ch B'.

Christiane Buggs
President & CEO

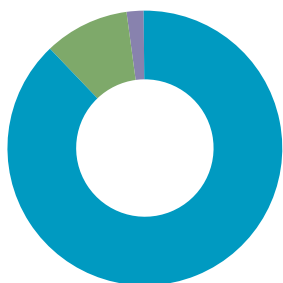
On the cover: NES's Artetta West with Gateway Elementary School students at Principal for a Day

PENCIL by the Numbers



FY25 Revenue Sources

-  **36%** Gov't Grants & MNPS Service Contracts
-  **34%** Foundation and Corporate Grants
-  **13%** Individual Giving
-  **11%** Special Events
-  **5%** Interest & Investments
- <1%** Other



FY25 Operating Expenses

-  **88%** Programs
-  **10%** Fundraising
-  **2%** Administration

FY25 Community Impact



\$2.9M

Value of supplies distributed to educators



\$1.1M

Value of grants supporting direct services to MNPS



\$1.1M

Value of 33,000 volunteer hours



\$841,000

Value of in-kind donations to schools

PENCIL's total community impact exceeded **\$5.93 million** in FY25.

**To access our complete audited financial statements, please visit pencilforschools.org/annual-report*

Highlights

The DG PENCIL Box celebrates a milestone when it surpasses **\$20 million** in all-time distributed supplies.



We receive and distribute **7.5 million** pencils to students thanks to an unexpected gift from an anonymous donor.

We successfully conclude the **Connected Literacy grant** and secure funding to continue high-impact literacy tutoring in the 2025-2026 school year.



The **STEAM Lending Library's** reach expands to bring hands-on learning to more than **20,000 students**, nearly tripling the number of children served in the prior year.



Country star **Jake Owen** wows the crowd at *A Little Night of Music* with his songs, stories, and sense of humor.



All 159
MNPS SCHOOLS SERVED



Together 4 Teachers Pep Rally moves to the home of Nashville Soccer Club, GEODIS Park.

The **Cane Ridge High School band** delights guests at the Principal for a Day Luncheon, held at Cheekwood Estate & Gardens.

We take the DG PENCIL Box on the road to deliver supplies directly to teachers with the launch of **pop-up shops**.

First Lady Maria Lee and her team bring supplies to PENCIL, stock the shelves, and assist educators in our store.



Partners provide valuable career exposure and workforce development opportunities to more than **15,000 high school students** so they are ready to succeed after graduation.



81,824
MNPS STUDENTS SERVED



Lead Institutional Investors



Ascension

BRIDGESTONE

Care Foundation
of America

CAA



Deloitte.

DOLLAR GENERAL

HCA  **Healthcare** | **TriStar**  **Health**
Part of the HCA Healthcare Family of Hospitals



RYMAN
RYMAN HOSPITALITY PROPERTIES, INC.
A REAL ESTATE INVESTMENT TRUST



Southwest 



*Corporations and foundations that donated funds, in-kind services, and/or volunteer hours valued at \$50,000 or more between July 1, 2024 and June 30, 2025.



634

BUSINESSES AND ORGANIZATIONS
AS PENCIL PARTNERS IN SCHOOLS

Partners in Action



**Nissan + Antioch
and Stratford High Schools**

Imagine being able to explore your fascination with cars and engines – and get class credit for it! **Nissan** made that a reality by donating seven cars to five high schools. It's exciting to see eager students gain hands-on experience and learn technical skills and knowledge in an academic setting.

Ingram Industries fully embraced their new Partnership with the Cockrill community. In addition to hosting teacher celebrations and launching a drama club, they refurbished the playground with freshly painted equipment, a renovated basketball court, and new tables and shaded areas.



**Ingram Industries +
Cockrill Elementary**



**HCA + Overton
High School**

HCA Healthcare honored the graduating seniors in Overton's Academy of Health Sciences with a celebratory lunch from Chick-fil-A. This robust Partnership has been going strong for 11 years, and it is one of seven across the district where HCA is providing valuable career insights and experiences.

27,000

VOLUNTEER HOURS
IN SCHOOLS



Our Students, Our Future



Every gift to the *Our Students, Our Future* Endowment ensures that PENCIL will always connect the community to Metro Nashville Public Schools through our programs and partnerships.

WHY I GIVE

"I come from a family of public school educators, so supporting public school systems has been a longstanding passion and priority of ours. When I moved to Nashville and learned of PENCIL, I knew that it was an organization I wanted to support. By volunteering at the PENCIL Box, I saw the many ways in which the community relies on PENCIL and the many lives the organization touches. I was immediately impressed by PENCIL's organization, planning, and soul. These traits separate PENCIL from the rest.

PENCIL is not just about ideas – it's about execution. It's a well-oiled machine with the tools and talents to perpetuate change throughout Nashville for decades to come."

**Cleary Gray Green,
J.W. and M.H. Straker Charitable Foundation**



4,999

**VOLUNTEER HOURS
IN THE DG PENCIL BOX**

Looking Ahead

In May 2025, PENCIL completed a strategic planning process resulting in #PENCIL2030, the guide to our work for the next five years. Our first target is to secure a long-term facility that meets our operational needs while enhancing resource delivery to MNPS educators and students.

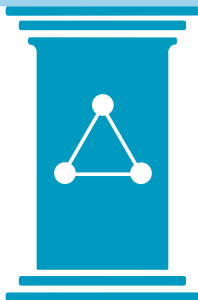


We envision that by 2030, PENCIL will be the anchor public education nonprofit in Nashville building on these core pillars:

Financial Wellbeing
& Strategic Growth



Operational Alignment &
Organizational Health



Transformational
Partnerships &
Collaborations



3,191

**MNPS EDUCATORS SHOPPED
FOR FREE SUPPLIES**



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Sam Reed Jigsaw TN
Kendrick Robinson Rehrig Pacific Company
Nicole Robinson-Hamilton Ingram Content Group
Yanet Rodriguez JJJ Service
Nicole Sims Burr & Forman LLP
Rachael Terrell Paramount Media Networks
Jennifer Wade Davidson County Juvenile Court
Juan Williams, Sr. TN Department of Human Resources
Robyn Williams Vanderbilt Owen Graduate School of Management

EX OFFICIO

Sue Spickard PENCIL Co-founder
Adrienne Battle MNPS, Director of Schools
Chris Henson MNPS, Chief of Special Projects
Watechia Lawless Education Strategist and Youth Advocate

FY25 PENCIL LEADERSHIP

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Vice Chair



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Kason Davis
Secretary



Hasina Mohyuddin
Immediate Past Chair

Emerging Leaders Board



Shohreh Daraei
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Compass Nashville
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Anupam Bhakta
BMI
Volunteer Lead

PENCIL Staff



Christiane Buggs
President & CEO



Kelly Rolf
Chief Strategy Officer



Bob Kucher
Chief Partnerships &
Programs Officer

"PENCIL's STEAM Lending Library offers resources at a scale and quality that our district cannot provide alone, and we are deeply grateful for their contribution. The STEAM kits have transformed our teachers' ability to offer hands-on, engaging lessons, and I have seen firsthand how students are thriving as a result."

Carrie Whittaker,
MNPS Coordinator of
Instructional Design &
Computer Science



You can make a difference.

Donate. Volunteer. Partner.

PENCILforSchools.org

