

Our mission is to support and partner with communities to advance racial equity and eliminate health disparities through advocacy and strategic investments.



2021

Annual Report

REFLECTIONS FROM KRISTEN KEELY-DINGER, PRESIDENT & CEO

"If you change nothing, nothing will change." -author unknown

This time last year, we were in the final stretch of deciding what would become our new mission and values. Together, we redefined who we are as a foundation and gave voice to our internal inklings about who and how we wanted to be part of the community. We shared our new focus with our grantee partners and community and then began the harder work of living out our new mission. We recognized that while statements can be powerful — they can be meaningless when they are not backed up by actions.

As you'll see reflected in the following pages, we spent 2021 putting action behind our words. We examined and updated our grantmaking processes to be more inclusive. We intentionally engaged and increased our financial support for nonprofits whose leaders are Black, Indigenous, and People of Color. We launched a Participatory Grantmaking program in Bedford County and North Nashville in collaboration with grantee partners. We supported the building of the community's capacity for and understanding of racial equity and justice through trainings and collaboration with other funders. We also bid farewell to team members and welcomed new ones into the fold.

While 2021 ended with the Board adopting a new theory of change and announcing a new geographic funding area, we continue into the new year exploring and defining how our desire to eliminate health disparities and our updated values will influence our strategic priorities. We believe we have a responsibility in philanthropy to influence and dismantle systems of racial inequity that have resulted in unequal access to services and opportunities and ultimately have led to disparate outcomes. To this end, we awarded a year of transitional funding to our 2021 grantee partners and will implement changes to both how and where we fund in 2023.

It is easy to make meaningless statements and give lip service to change. It takes awareness, intention, and hard work to move beyond making statements to making change. It also takes time and space to reflect on how we may have caused barriers or harm in the past and to learn from those mistakes. We will continue to advance the work and support leaders who are doing the work through sabbatical and staff support funding. We look forward to hearing from you this year about what you think we could be doing better to advance racial equity and to eliminate health disparities.

Thank you for your efforts to create a more just and equitable community,



Kristen Keely-Dinger, LAPSW

OUR GIVING IN 2021

BY THE NUMBERS

\$4,230,721

Total giving in 2021

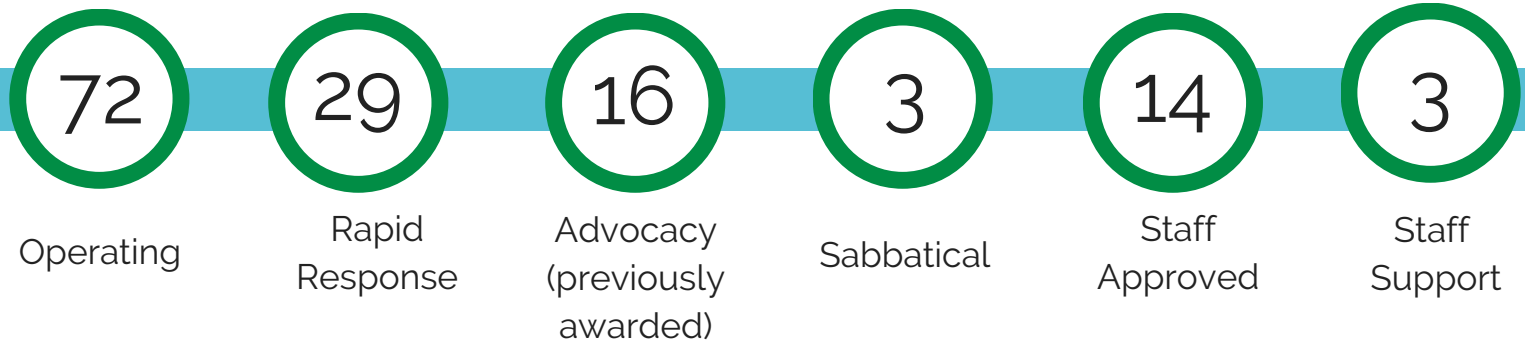
\$805,000

Giving in previously awarded multi-year grants

\$100,230,721

Total giving since 2003

AWARDS PER GRANT TYPE



Our Board approved 70 Transitional Grants totaling \$3,089,250 for 2022.

RAPID RESPONSE FUNDS

We gave more Rapid Response Funds and supported more nonprofits that are led by Black people, Indigenous people, and People of Color (BIPOC).

2020

\$123,000 to 20 nonprofits

40% (8/20) to BIPOC-led nonprofits

55% (11/20) to new grantee partners

2021

\$226,339 to 29 nonprofits

58% (17/29) to BIPOC-led nonprofits

34% (10/29) to new grantee partners



A MORE COMPASSIONATE GRANT PROGRAM

We continued to support our grantee partners by maintaining the significant changes that we made in 2020 to simplify the application process for our grantees. These changes include:

- Implementing a shorter application including common application questions used by other Middle Tennessee funders
- Changing Small and Transom Grants to Operating Grants to give unrestricted support to more grantee partners, not just those we've funded previously
- Changing our eligibility requirements so more organizations can receive a higher level of funding
- Removing preliminary applications
- Eliminating midterm reports and allowed grantee partners to have verbal final reports
- Simplifying the application process and renamed Cultures of Compassion grants to Staff Support grants to more adequately describe them
- Removing the minimum organizational budget requirement and the three years of prior funding requirement for Operating Grants
- Simplifying the Sabbatical grant application process and questions

BEYOND GRANTMAKING

We do more than just cut checks.

We support the growth and connection of nonprofit professionals through programming beyond grantmaking. This year, we moved our programming online to continue to offer support during the pandemic.

In 2021...



- We hosted 26 Healing for the Healer **retreats** (10 in-person & 16 virtually).
- 140 helping professionals attended a retreat.



- We hosted 11 **Executive Peer Circle Program** Alumni Circles.
- We hosted 10 **Leadership Peer Circle Program** Alumni Circles.
- We welcomed the fourth class of the **Leadership Peer Circle Program** and hosted 6 circles.



- We hosted 5 workshops on racial equity with Sarah Bounse.
- We supported The Equity Alliance's staff care program.
- We collaborated with the Maddox Fund to fund an anti-racism cohort for white nonprofit leaders that wanted to change the culture of their organizations.



WEAVING INTO THE COMMUNITY TAPESTRY

Our staff prioritizes participation in the Middle Tennessee community through collaboration, partnership, and collective impact initiatives.


COMMUNITY PARTICIPATION

- Tennessee Higher Education Initiative Board
- Matthew Walker Comprehensive Health Center Collaborative Black Men's Health Project
- Horizons Advisory Board at University School of Nashville
- ACE Nashville Public Policy workgroup
- Give Black, Give Back Advisory Board
- Sycamore Institute, Board of Directors
- NashvilleHealth COVID Project Steering Committee
- Equity Funders Group
- LiberTea via The Equity Alliance
- ACT Coalition
- Association of Fundraising Professionals
- Health Leads USA
- LGBT Chamber of Commerce Education Committee
- Rotary Club of Nashville Board Member

PHILANTHROPIC PARTICIPATION

- Hull Fellows Program
- Middle Tennessee Donors Forum
- Philanthropic Program Professionals (PPP)
- Chair-Elect for Philanthropy Southeast (formerly SECF)
- Grantmakers for Southern Progress Board
- Black Communications Professionals via The Communications Network

USING OUR VOICE



67	New Facebook followers
62	New Twitter followers
74	New LinkedIn followers
3,295	Total number of subscribers
57	New newsletter subscribers
26	Targeted emails we sent to our subscribers
13	Speaking engagements and workshops
14	Media mentions

THE PEOPLE BEHIND THE GIVING

BOARD OF DIRECTORS

Our board consists of 13 voting members and three non-voting community members. Of these 16 board members, 69% are under the age of 50, 44% identify as Black, Indigenous, or People of Color, and 31% live outside of Davidson County. Additionally, 38% identify as male and 63% identify as female.

Dr. Hana Ali, Sumner County Democratic Party Chair, Healthcare Professional

Megan Bader, Community Volunteer

Rev. Jennifer Bailey, Founder and Executive Director, Faith Matters Network

Kristina Clark, President and Founder, KM Clark Consulting Group

Magi Curtis, Independent Consultant

José Gonzalez (Chair), Professor, Belmont University

Anders Hall, Vice Chancellor for Investments and Chief Investment Officer, Vanderbilt University

Ashford Hughes, Sr., Executive Officer for Diversity, Equity and Inclusion at MNPS

Matia Powell, Executive Director, Civic TN

Baylor Bone Swindell, Owner, The Baylor Company

Steve Taylor, Vice-President of Human Resources, Operations and Service Line Support, HCA

Kim Thomason, CEO, Kim Thomason Financial

Luther Wright, Jr., Attorney, Ogletree Deakins

COMMUNITY MEMBERS

Gilbert Gonzales, Assistant Professor, Dept. of Medicine, Health and Society, Vanderbilt University

Erica Saeger, Audit Principal, Crosslin, PLLC

Katie Williams, Team Business Manager, UBS Private Wealth Management

OUR TEAM

Abby Siegel Hyman, Program Associate

Adell Neal, Operations Director

Catherine Smith, Program Officer

Diana Andrew, Office and Events Manager

Jennifer Oldham, Communications Director

Kristen Keely-Dinger, President and CEO

Samuel Jackson, VP of Programs and Grants

Sumita Keller, Senior Program Officer for Policy and Advocacy



We thank
our grantees
for making our work
meaningful.

We thank
our Board
for making our work
possible.

